

**COMMISSION ON SALARIES**  
**REPORT AND RECOMMENDATIONS**  
**TO THE 2007 LEGISLATURE**

**March 14, 2007**

**Members:**

Benjamin A. Kudo, Chairperson  
Paul T. Oshiro, Vice Chairperson  
Barbara A. Annis  
Doris M. Ching  
Michael P. Irish  
Stanley T. Shiraki  
Wayne J. Yamasaki

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## Executive Summary

The Commission on Salaries (Commission) was established as a result of a constitutional amendment of Article XVI of the Constitution of the State of Hawai'i (Constitution) which was approved in November 2006. The Commission is charged with reviewing and making recommendations for the salaries of justices and judges of all State courts, members of the Legislature, the Governor and Lieutenant Governor, and specified appointed officials within the State Executive branch. Section 26-56, **Commission on salaries**, Hawai'i Revised Statutes (HRS), provides supplemental information and guidance relating to the Commission.

The 2006 Commission was convened in December 2006 and is submitting its report and recommendations to the 2007 State Legislature. Pursuant to Article XVI of the Constitution, the recommendations of the Commission shall become effective unless the Legislature disapproves the entire recommendation by adoption of a concurrent resolution prior to the adjournment of the 2007 Legislative Session.

The State Attorney General has issued an opinion indicating that the Commission is to dissolve after submitting its recommendations to the Legislature and cannot reconvene. This would mean that, if the recommendations are disapproved, the salary adjustments recommended by the former Executive, Judicial and Legislative salary commissions would remain in effect until their respective expiration dates.

Section 26-56, HRS, specifies that the Commission shall not recommend salaries that are lower than the salaries recommended by prior commissions that have been replaced by the current Commission. Therefore, the recommendations of the prior Executive, Judicial and Legislative salary commissions effectively set a floor for the recommendations of this Commission. The intent of this Commission is to recommend salaries that are fair, and take into account the following:

- The economic condition of the State and the fiscal impact of the increases
- Appropriate pay relationships with other governmental employees
- Attracting and retaining qualified applicants
- Since 1990, long periods during which no pay increases were granted
- Fairness and equity

The recommendations of the 2006 Commission will go into effect on July 1, 2007 for the Executive and Judicial branch officials. The recommendations will go into effect on January 1, 2009 for legislators, because Article XVI of the Constitution states that any salary change shall not apply to the Legislature to which the recommendations were submitted. The following recommendations, which were unanimously adopted by the Commission, are over and above the salaries that were to go into effect on July 1, 2007, for Executive branch and Judicial branch officials and January 1, 2009, for legislators.

#### A. EXECUTIVE BRANCH

Effective July 1, 2007

- Increase the salaries of all positions, i.e., Governor, Lieutenant Governor (LG), Administrative Director of the State (AD), department heads and deputy department heads by 5%.

Effective July 1, 2008

- Place the AD in Tier 1 (with the Attorney General), and the AD shall receive the Tier 1 rate.
- Compensate the LG at the same rate as the Attorney General and AD.
- Move Tier 4 department heads from the departments of Agriculture, Hawaiian Home Lands, Public Safety, and Human Resources Development to Tier 3 where they shall receive the Tier 3 rate. Eliminate Tier 4 for department heads.
- Move Tier 4 deputy department heads from the departments of Agriculture, Hawaiian Home Lands, Public Safety, and Human Resources Development to Tier 3 where the appointing authority shall specify the salary within the Tier 3 salary range. Eliminate Tier 4 for the deputy department heads.
- Increase the salaries of the Governor, LG, AD and Tiers 1 through 3 department heads and deputy department heads by 5%.

Effective July 1, 2009

- Move Tier 3 department heads from the departments of Human Services, Labor and Industrial Relations, Land and Natural Resources, Business and Economic Development and Tourism, Agriculture, Hawaiian Home Lands, Public Safety, and Human Resources Development to Tier 2 where they shall receive the Tier 2 rate. Eliminate Tier 3 for department heads.

- Move Tier 3 deputy department heads from the departments of Human Services, Labor and Industrial Relations, Land and Natural Resources, Business and Economic Development and Tourism, Agriculture, Hawaiian Home Lands, Public Safety, and Human Resources Development to Tier 2 where the appointing authority shall specify the salary within the Tier 2 salary range. Eliminate Tier 3 for the deputy department heads.
- Increase the salaries of the Governor, LG, AD, and Tier 1 and 2 department heads and deputy department heads by 5%.

Effective July 1, 2010; July 1, 2011; and July 1, 2012

- Increase the salaries of all positions by 3.5% each year.

B. JUDICIAL BRANCH

Effective July 1, 2007

- Increase the salaries of justices and judges by 10%.

Effective July 1, 2008

- Increase the salaries of justices and judges by 3.5%.

Effective July 1, 2009

- Increase the salaries of justices and judges by 10%.

Effective July 1, 2010

- Increase the salaries of justices and judges by 3.5%.

Effective July 1, 2011

- Increase the salaries of justices and judges by 10%.

Effective July 1, 2012

- Increase the salaries of justices and judges by 3.5%.

C. LEGISLATIVE BRANCH

Effective January 1, 2009

- Increase the salaries of senators and representatives by \$12,808 per annum.
- The President of the Senate and Speaker of the House of Representatives will continue to receive \$7,500 more per year than senators and representatives.

Effective January 1, 2010; January 1, 2011; January 1, 2012; January 1, 2013; and January 1, 2014

- Increase the salaries of senators and representatives by 3.5% each year.
- The President of the Senate and Speaker of the House of Representatives will continue to receive \$7,500 more per year than senators and representatives.

## Overview

### Legal Framework

#### A. Constitution and State Statutes

This report fulfills the amendment to the Constitution (House Bill No. 1917) which was approved by the electorate of Hawai`i on November 7, 2006, and the companion legislative mandate in Act 299, Session Laws of Hawai`i (SLH), 2006 (House Bill No. 1918).

House Bill No. 1917, Regular Session of the Twenty-Third State Legislature 2006, amended Section 2, Article XVI of the Constitution by adding a new section to be appropriately designated and to read as follows:

#### “SALARY COMMISSION

Section . There shall be a commission on salaries as provided by law, which shall review and recommend salaries for the justices and judges of all state courts, members of the legislature, department heads or executive officers of the executive departments and the deputies or assistants to department heads of the executive departments as provided by law, excluding the University of Hawai`i and the department of education. The commission shall also review and make recommendations for the salary of the administrative director of the State or equivalent position and the salary of the governor and the lieutenant governor.

Any salary established pursuant to this section shall not be decreased during a term of office, unless by general law applying to all salaried officers of the State.

Not later than the fortieth legislative day of the 2007 regular legislative session and every six years thereafter, the commission shall submit to the legislature its recommendations and then dissolve.

The recommended salaries submitted shall become effective as provided in the recommendation, unless the legislature disapproves the entire recommendation as a whole by adoption of a concurrent resolution prior to adjournment *sine die* of the legislative session in which the recommendation is submitted; provided that any change in salary which becomes effective shall not apply to the legislature to which the recommendation for the change in salary was submitted.”

House Bill No. 1918 which became Act 299, SLH, 2006, was a companion to House Bill No. 1917. It amended Sections 26-51, 26-52, 26-53, 26-54, 601-3, 602-2, 602-52, 603-5 and 604-2.5, HRS, repealed Section 26-55, HRS, and created a new

Section 26-56, HRS, which indicates that (see Appendices, A-1 for the entire content of House Bill No. 1918):

1. The Commission shall consist of seven members of whom: two members shall be appointed by the Governor, two by the President of the Senate, two by the Speaker of the House of Representatives and one by the Chief Justice of the Supreme Court.
2. The Commission may recommend different salaries for department heads and executive officers and different salary ranges for deputies or assistants to department heads; provided that the Commission shall recommend the same salary range for deputies or assistants to department heads within the same department; provided further that the appointing official shall specify the salary for a particular position within the applicable range.
3. The Commission shall not recommend salaries lower than salary amounts recommended by prior Commissions replaced by this section.
4. Not later than the fortieth legislative day of the regular session of 2007, and every six years thereafter, the Commission shall submit a report of its findings and its salary recommendations to the Legislature, through the Governor. The Commission may include incremental increases that take effect prior to the convening of the next salary Commission.
5. The recommended salaries submitted by the Commission shall become effective July 1 of the next fiscal year unless the Legislature disapproves the recommended salaries submitted by the Commission through the adoption of a concurrent resolution, which shall be approved by a simple majority of each house of the Legislature, prior to adjournment *sine die* of the legislative session in which the recommended salaries are submitted; provided that any change in salary which becomes effective shall not apply to the Legislature to which the recommendation for the change in salary was submitted.
6. Effective July 1, 2007, and every six years thereafter, the salary of the Adjutant General shall be as last recommended by the Commission, pursuant to Section 26-56, HRS, unless rejected by the Legislature, except that if the State salary is in conflict with the pay and allowance fixed by the tables of the regular army or air force of the United States, the latter shall prevail.
7. The Governor shall include the salary amounts recommended by the Commission and approved by the Legislature for employees of the Executive branch in the Executive budget.

B. Attorney General Opinion

An Attorney General Opinion dated February 26, 2007, concerning the Commission on Salaries was forwarded to the Commission by Speaker of the House of Representatives Calvin Say. The opinion indicates that because the 2006 constitutional amendment states that “the commission shall submit to the legislature its recommendations and then dissolve,” the Attorney General’s office opines this precludes the current Commission from reconvening should its recommendations be disapproved by the Legislature. The opinion further states that the constitutional amendment is clear in requiring the Commission to submit its salary recommendations to the “2007 regular legislative session and every six years thereafter.” The constitutional amendment does not contemplate submissions outside of this six-year cycle.

Should the Legislature reject the Commission’s recommendations, the salaries of the Executive, Judicial, and Legislative branch will continue under the existing salary schedules. Under the Attorney General’s opinion, the next salary recommendation will be issued by a Commission instituted in 2013. (See Appendices, A-2 for the entire Attorney General Opinion Concerning Salary Commission.)

C. Judiciary's Administrative Director and Deputy Administrative Director of the Courts

The Judicial Salary Commission, which was repealed by Act 299, SLH 2006, made recommendations on the salaries of the Judiciary’s Administrative Director and Deputy Administrative Director of the Courts. The 2006 constitutional amendment does not provide authority for this Commission to make salary recommendations for those positions. Therefore, the Commission has not made any recommendations on these two Judiciary positions. The Commission is aware that the Judiciary has, by request, introduced legislation to remedy this situation by linking these positions to other Judicial salaries.

Prior Pay Increases

The last Executive Salary Commission submitted recommendations to the 2004 Legislature for the eight-year period July 1, 2004, to June 30, 2012, (December 4, 2006, to noon on the first Monday in December 2014 for Governor, Lieutenant Governor and Administrative Director of State). The recommendations were not disapproved and will continue to be in effect if this Commission’s recommendations are disapproved. Prior to July 1, 2004, Executive salaries were last adjusted on January 1, 1990.

The last Judicial Salary Commission also submitted recommendations to the 2004 Legislature for the same eight-year period, but the first pay increase recommended by the Commission took effect on July 1, 2005, instead of July 1, 2004. The recommendations were not disapproved and will continue to be in effect if this Commission’s recommendations are disapproved. Prior to the July 1, 2005, pay

increases, Judicial salaries were adjusted on January 1, 1990, July 1, 1999, and on July 1, 2000.

The last Commission on Legislative Salary submitted recommendations to the 2003 Legislature covering the eight-year period January 2005 to December 2012. The recommendations were not disapproved and will continue to be in effect if this Commission's recommendations are disapproved. Unlike the recommendations of the Executive Salary Commission and the Judicial Salary Commission, the recommended pay increases would take effect every two years after the first increase as opposed to each year. Prior to the January 1, 2005, increase, legislative salaries were last adjusted in January 1993.

#### 2006 Commission on Salaries

This is the report and recommendations of the first Commission on Salaries authorized by the November 2006 State of Hawai'i constitutional amendment which mandates combining three previously separate salary commission functions – the Executive, the Judicial and the Legislative. This Commission's review will cover a six-year period. For Executive and Judicial salaries, the recommendations cover the period July 1, 2007, through June 30, 2013. For legislative salaries, the recommendations cover the period January 1, 2009, through December 31, 2014.



## Process

The Commission was convened on December 28, 2006. At that time, Commissioner Benjamin A. Kudo was elected as Chairperson and Commissioner Paul T. Oshiro was elected as Vice-Chairperson. A brief orientation was provided by staff of the Department of Human Resources Development (DHRD) and there was agreement on a tentative schedule. Commissioners were provided with a folder of documents to review prior to the next meeting. They also asked that information be provided to them regarding past Executive branch pay increases and the compensation of top-level officials within the University of Hawai'i and Department of Education. The Commission also indicated that they wanted to have a presentation by the Director of Budget and Finance regarding the financial condition of the State.

Testimony from the public was solicited at all subsequent meetings, but none was received.

The second meeting of the Commission was held on January 10, 2007, at which time a representative from the DHRD provided some observations regarding the salary structure resulting from the recommendations of the Executive Salary Commission and pay relationships. Representatives of the Judiciary also made a presentation regarding possible salary recommendations. Additional information provided to the Commission included: estimated tax revenue, historical data regarding Executive and Judicial pay increases, an organization chart of top-level Executive branch jobs, salary information regarding top-level University of Hawai'i and Department of Education officials, and information regarding collective bargaining pay increases.

The third meeting of the Commission was held on January 22, 2007. A representative of the Employees' Retirement System made a presentation regarding retirement benefits, and the Director of Budget and Finance made a presentation regarding the financial condition of the State. Additional information provided to the Commission included: prior reports of the Executive, Judicial and Legislative salary commissions, and a Legislative Reference Bureau Report concerning the Judicial salary structure. The Commission decided to divide into three subcommittees to determine recommendations for each of the branches of State government. The Executive branch subcommittee members were Commissioners Stanley Shiraki and Wayne Yamasaki. The Judicial branch subcommittee members were Commissioners Doris Ching, Michael Irish, and Benjamin Kudo. The Legislative branch subcommittee members were Commissioners Barbara Annis and Paul Oshiro.

The fourth meeting of the Commission was held on January 31, 2007. Presentations and recommendations were made by each subcommittee and there was substantial discussion regarding each of the recommendations. The Commissioners agreed to study each of the subcommittee reports prior to the next meeting. Staff was asked to provide data showing what the Executive, Judicial and Legislative salaries would be if increases comparable to the increases for Bargaining Unit 13 (Professional

and Scientific Employees) had been granted during the period of time when there were no pay increases to the present. In addition, projections were prepared to show what the salaries would be if annual increases of 3%, 3.5%, and 4% had been granted for the same period.

Meetings were held on February 7, 2007, and February 14, 2007, and after substantial discussion, recommendations were unanimously agreed upon. Staff was instructed to begin drafting the report and each subcommittee was to draft the rationale used for the recommendations.

Meetings were held on March 2, 2007, and March 7, 2007, to review the draft report. The report was approved by the Commission at a meeting held on March 14, 2007.

## **Rationale and Recommendations**

### General Rationale

The Commission's general rationale is that the compensation of the elected and appointed officials should be fair and equitable, and sufficient to attract and retain high quality individuals while at the same time being prudent in the expenditure of public funds. In order to do so, the Commission asked to be briefed on the State system of Judicial, Legislative and Executive branch retirement benefits; State tax revenue projections for FY 2007 to FY 2013; and the State of Hawai'i Updated State General Fund Financial Plan for FY 2006 to FY 2013.

It was also noted by the Commission that there were long periods during which other State employees received pay increases while elected and appointed officials and justices and judges did not receive pay increases.

### Executive Branch

In reaching its recommendations for the “executive salaries,” the Commission reviewed the compensation of executives in the State of Hawai‘i, i.e., University of Hawai‘i, Department of Education, and State employees covered by the Excluded Managerial Compensation Plan (EMCP). Although the Commission does not have jurisdiction over, nor is it involved with setting the salaries for the University of Hawai‘i and Department of Education, the salaries were reviewed since they are an integral part of Hawai‘i’s government structure. (See Appendices, A-32)

Additionally, salaries of county executives were also reviewed, i.e., mayors, deputy managing directors, department heads, deputy department heads, prosecuting attorneys, etc., for the City and County of Honolulu, Hawai‘i County, Maui County and Kauai County. (See Appendices, A-10)

**The Book of the States 2006** edition was reviewed to determine how other jurisdictions compensated their respective governors, lieutenant governors, and comparable department heads. Although the compensations from other jurisdictions were not compared to the compensations of Hawai‘i’s executives, they did show that there is no consistent method of setting executive salaries.

After reviewing the materials cited above and additional information, the Commission determined that pay equity and compensation levels need to be addressed for executive salaries if the State is to recruit and retain qualified executives to the Executive branch of government. It is important to remember that the Governor, Lieutenant Governor, department heads, deputy department heads, etc., are called upon to administer programs that affect the health and welfare of our residents, which include annual budgets that collectively exceed \$9.8 billion per year. The State needs to recruit and retain the “best and brightest” for these positions because of the daily impact these positions have on our State.

The pay equity issue needs to be addressed because of the demoralizing impact that the current salary levels create. There are currently five (5) excluded (from collective bargaining coverage) managerial employees in the Excluded Managerial Compensation Plan (EMCP) that are being paid more than the Attorney General at the Tier 1 level. At the Tier 2 level, there are 22 excluded managerial employees in the EMCP that are paid more than department heads at this Tier 2 level. Additionally, there are 78 excluded managerial employees in the EMCP being paid more than the department heads in the Tier 4 level; in fact, 43% of the Department of Transportation excluded managerial employees are being paid more than the department heads in the Tier 4 level. The salaries of excluded managerial employees not only exceed the salaries of the department heads, but also the salaries of the deputy department heads who in many cases directly supervise them.

In addressing the compensation levels, the Commission realizes that the State will not be able to match salaries and benefits of executives in the private sector, but

feels that the State will be able to attract qualified candidates with a reasonable compensation level. A factor that the Commission will not be able to quantify in this report is the willingness of individuals to service the public. The Commission believes that there are qualified candidates who are willing to provide public service and make financial sacrifices within certain limits. Many of these qualified candidates would be providing public service for 4-8 years, depending on the term of the Governor, without any additional outside employment compensation since State law prohibits their outside employment.

To address the issue of pay equity and compensation level, the following recommendations are made by the Commission utilizing the existing four tiers, which will be modified as follows (see Figure 1):

Effective July 1, 2007

- Increase the salaries of all positions, i.e., Governor, Lieutenant Governor (LG), Administrative Director of the State (AD), department heads and deputy department heads by 5%.

Effective July 1, 2008

- Place the AD in Tier 1 (with the Attorney General), and the AD shall receive the Tier 1 rate.
- Compensate the LG at the same rate as the Attorney General and AD.
- Move Tier 4 department heads from the departments of Agriculture, Hawaiian Home Lands, Public Safety, and Human Resources Development to Tier 3 where they shall receive the Tier 3 rate. Eliminate Tier 4 for department heads.
- Move Tier 4 deputy department heads from the departments of Agriculture, Hawaiian Home Lands, Public Safety, and Human Resources Development to Tier 3 where the appointing authority shall specify the salary within the Tier 3 salary range. Eliminate Tier 4 for the deputy department heads.
- Increase the salaries of the Governor, LG, AD, and Tiers 1 through 3 department heads and deputy department heads by 5%.

Effective July 1, 2009

- Move Tier 3 department heads from the departments of Human Services, Labor and Industrial Relations, Land and Natural Resources, Business and Economic Development and Tourism, Agriculture, Hawaiian Home Lands, Public Safety, and Human Resources Development to Tier 2 where they shall receive the Tier 2 rate. Eliminate Tier 3 for department heads.

- Move Tier 3 deputy department heads from the departments of Human Services, Labor and Industrial Relations, Land and Natural Resources, Business and Economic Development and Tourism, Agriculture, Hawaiian Home Lands, Public Safety, and Human Resources Development to Tier 2 where the appointing authority shall specify the salary within the Tier 2 salary range. Eliminate Tier 3 for the deputy department heads.
- Increase the salaries of the Governor, LG, AD, and Tier 1 and 2 department heads and deputy department heads by 5%.

Effective July 1, 2010; July 1, 2011; and July 1, 2012

- Increase the salaries of all positions by 3.5% each year.

With the implementation of these recommendations, there will be only two (2) tiers on July 1, 2009. Tier 1 will include the Administrative Director and the Attorney General. The placement into Tier 1 of the Attorney General recognizes his/her training, knowledge and recognition as the chief legal officer for the State. The salary of the Lieutenant Governor will parallel the salary of the Administrative Director and the Attorney General. Tier 2 will include all the department heads and their deputy department heads in recognition of scope, complexity, and diversity of responsibilities in the health, safety and welfare of the public, financial management and economic development, infrastructure and other services.

The Commission recognizes that the salaries recommended for the Executive Branch would place the salary of the Adjutant General, Department of Defense, at a lower salary than what the Adjutant General is currently receiving and would be in conflict with the pay and allowance fixed by the tables of the regular army or air force of the United States for officers of comparable rank and time in service. Section 26-52, HRS, provides that if the salary is in conflict with the pay and allowance fixed by the tables of the regular army or air force of the United States, the latter shall prevail in setting the salary. Therefore, the Commission recommends that the salary and future salary increases for the Adjutant General be set by the pay and allowance tables of the regular army or air force of the United States over the period covered by this Commission's recommendation. Additionally, the Commission recommends the salary of the Deputy Adjutant General be set by the pay and allowance tables of the regular army or air force of the United States for officers of comparable rank and time in service over the period covered by this Commission's recommendation.

Executives in the public service are expected to work extended hours; participate in community service events, forums and meetings; be accessible on a 24-hour, 7-day-a-week basis for emergency situations; and exercise effective leadership in addressing emergency and crisis situations.

**Figure 1 - Executive Salary Recommendations**

Position	Current 7/1/2006	7/1/2007	7/1/2008	7/1/2009	7/1/2010	7/1/2011	7/1/2012
Governor	112,000	117,600	123,480	129,660	134,196	138,888	143,748
Lieutenant Governor	100,000	105,000	120,444	126,468	130,896	135,480	140,220
<b>Tier 1</b>							
Admin. Director of the State	100,000	105,000	120,444	126,468	130,896	135,480	140,220
<b>Tier 1 Dept. Head</b>							
Attorney General	109,242	114,708	120,444	126,468	130,896	135,480	140,220
<b>Tier 2 Dept. Heads</b>							
DOH, DOT, DAGS, DCCA, TAX, B&F	104,040	109,248	114,708	120,444	124,656	129,024	133,536
<b>Tier 3 Dept. Heads<sup>2</sup></b>							
DHS, DLIR, DLNR, DBEDT	98,838	103,776	108,960	Move to Tier 2			
<b>Tier 4 Dept. Heads<sup>1</sup></b>							
DOA, DHHL, PSD, DHRD	93,636	98,316	Move to Tier 3				
<b>Tier 1 Deputy Dept. Head</b>							
Attorney General	95,041 - 100,503	99,792 - 105,528	104,784 - 110,808	110,028 - 116,352	113,880 - 120,420	117,864 - 124,632	121,992 - 129,000
<b>Tier 2 Deputy Dept. Heads</b>							
DOH, DOT, DAGS, DCCA, TAX, B&F	90,515 - 95,717	95,040 - 100,500	99,792 - 105,528	104,784 - 110,808	108,456 - 114,684	112,248 - 118,692	116,172 - 122,844
<b>Tier 3 Deputy Dept. Heads<sup>2</sup></b>							
DHS, DLIR, DLNR, DBEDT	85,989 - 90,931	90,288 - 95,472	94,800 - 100,248	Move to Tier 2			
<b>Tier 4 Deputy Dept. Heads<sup>1</sup></b>							
DOA, DHHL, PSD, DHRD	81,463 - 86,145	85,536 - 90,456	Move to Tier 3				

<sup>1</sup>Effective 7/1/2008, Tier 4 positions shall move to Tier 3. Tier 3 shall consist of DHS, DLIR, DLNR, DBEDT, DOA, DHHL, PSD, and DHRD. Tier 4 shall be eliminated.

<sup>2</sup>Effective 7/1/2009, Tier 3 positions shall move to Tier 2. Tier 2 shall consist of DOH, DOT, DAGS, DCCA, TAX, B&F, DHS, DLIR, DLNR, DBEDT, DOA, DHHL, PSD, and DHRD. Tier 3 shall be eliminated.

See Table 1 for cost.

## Judicial Branch

**Basis and Considerations of Salary Recommendations.** The basis of the Commission on Salaries' Judicial salary recommendations for FY 2007 to FY 2012 is *equity and fairness*. In determining *equity and fairness*, the Commission considered: 1) significance and seriousness of Judicial application and interpretation of State laws and their profound effect of justice in a democratic society; 2) relationship of actual salary and consumer-price-index adjusted salary; 3) Hawai'i's ranked position in the National Center for State Courts (NCSC) study of *Salary Comparison Among States*; 4) probability of attracting qualified applicants and retaining competent, experienced justices and judges; 5) impact of ten years of no increase in Judicial salaries between 1990 and 1999; 6) reasonableness within the context of salaries of employees of other State departments; 7) minimum requirements of skill and experience for Judicial positions; 8) affordability in light of the State economy and projected State revenues for FY 2007 to FY 2013; and 9) the totality of all of the above considerations.

The Commission was briefed on the State system of Judicial, Legislative and Executive branch retirement benefits; State tax revenue projections for FY 2007 to FY 2013; and the State of Hawai'i *Updated State General Fund Financial Plan FY 2006 to FY 2013*. The Commission also consulted various pertinent documents (see *Appendices* for complete list and set of documents).

In comparing Judicial salaries with other states, the Commission reviewed the states' rankings in both *non-adjusted* salaries and *COLA adjusted* salaries (adjusted for cost of living), as provided by the NCSC-published *Survey of Judicial Salaries*. The Commission weighted the ranking of the *COLA adjusted* salaries more heavily on the basis of fairness. The *Adjusted Salary Comparison Among States*, based in part on information provided by the Council for Community and Economic Research—known as ACCRA, the most widely accepted U.S. source of cost-of-living indices—found Hawai'i's Judicial salaries, indexed to the national average, as lowest and last among all states, which the Commission considered to be an unfair and inaccurate reflection of our State's regard for the Judiciary and its effect on Judicial decisions and justice throughout the State.

The Commission considered the impact of ten years of no increase in Judicial salaries from 1990 to 1999. Clearly, the impact has been substantially negative. Had Judicial salaries been adjusted at similar levels as collective bargaining increases or at reasonable levels of 3%, 3.5% or 4% during 1990 - 1999, current Judicial salaries would be as follows (see *Appendices*, A-40):

- The current salary of the Chief Justice is \$144,900. Had the salary kept pace with collective bargaining increases from January 1, 1990, to July 1, 2006, the current salary would be \$183,037. Had the salary increased annually by 3%, the current salary would be \$156,657; at 3.5% annual increase, the current salary would be



\$170,099; at 4% annual increase, the current salary would be \$184,622. The Commission's recommended salary for July 1, 2007, is \$159,396.

- The current salary of the Associate Justice is \$139,725. Had the salary kept pace with collective bargaining increases from January 1, 1990, to July 1, 2006, the current salary would be \$181,119. Had the salary increased annually by 3%, the current salary would be \$155,004; at 3.5% annual increase, the current salary would be \$168,305; at 4% annual increase, the current salary would be \$182,674. The Commission's recommended salary for July 1, 2007, is \$153,696.
- The current salaries of judges range from \$134,550 (Intermediate Court of Appeals chief judge) to \$118,611 (District/Family Court judge). Had the salaries kept pace with collective bargaining increases from January 1, 1990, to July 1, 2006, the current salaries would range from \$176,324 (ICA chief judge) to \$158,104 (District/Family Court judge). Had the salaries increased annually by 3%, the current salaries would range from \$150,872 to \$135,170; at 3.5% annual increase, the current salaries would range from \$163,818 to \$146,769; at 4% annual increase, the current salaries would range from \$177,804 to \$159,299. The Commission's recommended salaries for July 1, 2007, range from \$148,008 to \$130,476.

The Commission also considered Judicial retirement benefits and the Judicial mandatory retirement age of 70.

**Imperative Considerations.** The Hawai'i Judiciary applies and interprets laws and addresses legal issues of the State of Hawai'i. As one of three branches of State government, the Hawai'i Judiciary is responsible for administration of justice with the highest possible levels of impartiality, efficiency and accessibility. The Hawai'i State courts operate within an integrated statewide system; and court rules, procedures and forms are consistent through all jurisdictions within the State.

Decisions of the Judiciary are based solely on relevant laws and evidence presented, regardless of public opinion and other external influences. Thus, the Judiciary serves as guardian and interpreter of State law. While decisions of the courts can have lifelong consequences for the individuals involved, Judiciary decisions, nevertheless, speak to the heart of the law and are made with commitments to protect individual rights and freedoms and assurance of equal justice under law, which are keys to a sound democracy.

**Reasonable Recommendations.** While the Commission had hoped to raise Hawai'i's rank on the NCSC *Salary Comparison Among States* from lowest and last to a slightly higher position of 42<sup>nd</sup> or 43<sup>rd</sup>, it chose, instead, to recommend a more moderate and affordable salary adjustment, in light of salaries of employees of other State departments. Thus, despite the recommended increases, Hawai'i's adjusted salary comparison among all states will remain lowest and last. Nevertheless, the recommended increases will narrow the equity gap that currently exists.

**Recommendations Justified.** The recommendations of the Commission are justified in terms of the above considerations to determine *equity and fairness* of Judicial salaries. In order to attract and retain competent and experienced individuals, salaries commensurate with their abilities are critical. Fair and just compensation is an imperative in creating the most qualified Judicial applicant pool and retaining a proficient Judiciary.

The Commission's recommendations for the Judicial branch are as follows (see Figure 2):

Effective July 1, 2007

- Increase the salaries of justices and judges by 10%.

Effective July 1, 2008

- Increase the salaries of justices and judges by 3.5%.

Effective July 1, 2009

- Increase the salaries of justices and judges by 10%.

Effective July 1, 2010

- Increase the salaries of justices and judges by 3.5%.

Effective July 1, 2011

- Increase the salaries of justices and judges by 10%.

Effective July 1, 2012

- Increase the salaries of justices and judges by 3.5%.

**Figure 2 - Judicial Salary Recommendations**

<b>Position</b>	<b>Current 7/1/2006</b>	<b>7/1/2007</b>	<b>7/1/2008</b>	<b>7/1/2009</b>	<b>7/1/2010</b>	<b>7/1/2011</b>	<b>7/1/2012</b>
Chief Justice, Supreme	144,900	159,396	164,976	181,476	187,824	206,604	213,840
Associate Justice, Supreme	139,725	153,696	159,072	174,984	181,104	199,212	206,184
Chief Judge, Intermediate	134,550	148,008	153,192	168,516	174,420	191,868	198,588
Associate Judge, Intermediate	129,375	142,308	147,288	162,012	167,688	184,452	190,908
Circuit Court Judge	125,856	138,444	143,292	157,620	163,140	179,460	185,736
District/Family/Per Diem Court Judge	118,611	130,476	135,048	148,548	153,744	169,116	175,032

See Table 2 for cost.

### Legislative Branch

In formulating recommendations on salary adjustments for members of the State Legislature, the Commission reviewed and evaluated the duties, responsibilities, and estimated time commitments of State legislators; conducted a comparative analysis with the duties, responsibilities, estimated time commitments and salaries of county council members; evaluated the ability of State legislators to supplement their legislative salary with a profession, business or other employment; evaluated the salaries of legislative staff; reviewed non-salary benefits of legislators; considered the fact that legislative salaries remained unchanged for twelve years from 1993 to 2005; took into account that legislative salary adjustments offered by the Commission will not go into effect until 2009; and considered several other items of relevance and interest.

State legislative duties include but are not limited to: law making functions; State budget appropriations; fact finding and other similar investigations; receiving and considering petition requests from groups or individuals; confirming certain officers appointed by the Governor (Senate function); proposing amendments to the State Constitution; and addressing community and constituent inquiries and concerns.

Requirements and expectations placed upon legislators by constituents, along with the increasing complexity of issues that come before the Legislature, necessitate legislators to expend extensive amounts of time and effort on legislative matters during the months that the Legislature is in session and during the interim period between their annual and special legislative sessions. While legislators are considered to be part-time employees, it is apparent that their duties and responsibilities require more than that of a part-time employee. They perform many complex and time-consuming duties both during the legislative session as well as during the interim period between sessions. During session, legislators are involved with daily legislative sessions, public hearings, decision-making meetings on a wide variety of bills and resolutions, meetings and discussions with advocates, community meetings, and meetings and discussions on constituent concerns and inquiries. During the interim period between legislative sessions, legislators are often involved with community meetings, addressing community issues, handling legislative inquiries, conducting site visitations and research, researching and drafting of legislative bills and resolutions, and the handling of constituent inquiries and concerns.

The Commission conducted a general comparison of the duties, responsibilities, and estimated time commitments of State legislators and county council members. While the county council members have their council and committee meetings spaced throughout the calendar year, State legislators have their daily floor sessions and various committee meetings compressed over a four-month period. The estimated time commitments for both county council members and State legislators were found to be generally comparable.

The many demands imposed upon State legislators and the time required to fulfill their duties and responsibilities, restrict the ability of legislators to supplement their salary with a profession, business or other employment. The legislators' ability to supplement their income is further limited by conflicts, or a perception of conflict, with legislative responsibilities and duties. Fortunately, qualified individuals have been willing to serve despite concern regarding compensation. However, inadequate compensation, coupled with the restrictions to supplement the compensation, may limit the number of qualified individuals willing to serve as State legislators in the future.

The current salary for senators and representatives (excluding the Speaker of the House of Representatives and the President of the Senate) is \$35,900. The highest paid House session staff employee (excluding the Speaker's office) is \$39,600 or \$3,700 more per year than that of a legislator. Office managers in the House receive an annual salary of \$35,048 or \$852 less than a legislator. The current salary for Maui County Council members is \$52,500 or \$16,600 more than a legislator. The current salary for Honolulu City Council members is \$46,900 or \$11,000 more than a legislator. The current salary for Big Island County Council members is \$39,240 or \$3,340 more than a legislator. The current salary for Kauai County Council members is \$35,100 or \$800 less than a legislator.

Legislative salaries remained unchanged for twelve years (1993 - 2005). If legislative salaries had kept pace with collective bargaining increases over the period from 1993 to January 1, 2007, the current legislative salary would be \$53,495 or 33% greater than the current salary of \$35,900. If legislative salaries had been adjusted annually by 3% from 1993 to January 1, 2007, the current legislative salary would be \$48,403 or 26% greater than the current salary of \$35,900. If legislative salaries had been adjusted annually by 3.5% from 1993 to January 1, 2007, the current legislative salary would be \$51,798 or 31% greater than the current salary. If legislative salaries had been adjusted annually by 4% from 1993 to January 1, 2007, the current legislative salary would be \$55,414 or 35% greater than the current salary.

Any salary recommendation offered by the Commission will not go into effect until January 1, 2009. However, consideration was given to normal salary and cost of living increases over the next two years between January 1, 2007 and January 1, 2009.

The Commission also considered the non-salary benefits that legislators receive. Legislators earn no vacation or sick leave and are not eligible for overtime compensation. Legislators receive the same holidays as other State employees. Medical and other insurance are determined on the same basis as other State employees, as well as personal savings options such as deferred compensation and savings bond deductions. Legislators are eligible for a contributory retirement plan of 3.5%. While on official business, legislators are eligible to receive an \$80 per diem for neighbor island travel (this includes neighbor island legislators attending session on O`ahu) and a \$130 per diem for mainland travel. This is consistent with other State employees. Legislators are eligible for downtown parking stalls at the standard State

rate. Free parking at all State airports is offered. Legislators receive a \$5,000 expense account, which is subject to very stringent regulations and limitations as to its use.

The Commission's salary recommendations for members of the State Legislature (excluding the Speaker of the House of Representatives and the President of the Senate) are generally comparable to salaries of Honolulu City Council members. Salary recommendations also provide an adequate differential between State legislators and their legislative session and year round office staff.

Consideration was given to the additional duties and responsibilities of the President of the Senate and the Speaker of the House of Representatives. The Commission believes that the additional requirements to fulfill the duties and responsibilities of the Senate President and House Speaker warrant a differential in salary from other members of the Legislature.

The Commission's recommendations for the Legislative branch are as follows (see Figure 3):

- Effective January 1, 2009 – Increase the annual salaries of legislators by \$12,808 and maintain the \$7,500 additional annual differential for the Senate President and House Speaker.
- Effective January 1, 2010, 2011, 2012, 2013, and 2014 – Increase the salaries of legislators by 3.5% each year and maintain the \$7,500 annual differential for the Senate President and the House Speaker each year.

**Figure 3 - Legislative Salary Recommendations**

Position	Current 1/1/2007	1/1/2009	1/1/2010	1/1/2011	1/1/2012	1/1/2013	1/1/2014
House Speaker/Senate President	43,400	56,208	57,912	59,676	61,500	63,396	65,352
Representative/Senator	35,900	48,708	50,412	52,176	54,000	55,896	57,852

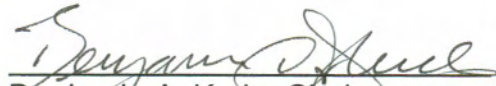
See Table 3 for cost.

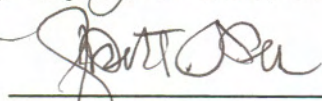
## Conclusion

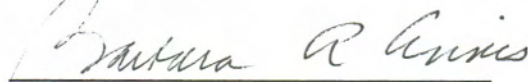
In addition to the above recommendations, the Commission would like to offer the following recommendations and comments for future consideration:

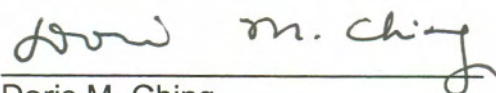
1. Individuals who occupy appointed positions in the Executive Branch that are subject to the Commission's salary recommendations do not enjoy the same degree of control over their duration of employment as most other State employees as they are appointed for set terms of office. It may be appropriate that their retirement benefits be re-examined in light of that difference.
2. The Commission is charged with making salary recommendations covering a six-year period. The Commission, however, recognizes that the future status of the State's economy is difficult to predict. The Commission also recognizes that provisions for adjustment during the six-year salary period should be allowed to accommodate the uncertainties of the future.

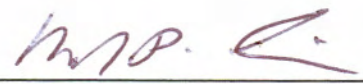
We, the undersigned members of the Commission hereby respectfully submit this report and recommendations to the Twenty-Fourth Legislature of the State of Hawai'i.

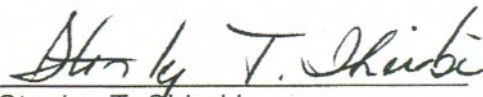
  
Benjamin A. Kudo, Chairperson

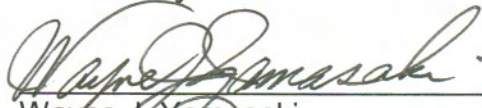
  
Paul T. Oshiro, Vice Chairperson

  
Barbara A. Annis

  
Doris M. Ching

  
Michael P. Irish

  
Stanley T. Shiraki

  
Wayne J. Yamasaki

# Tables



**Table 1 - Executive Salaries and Costs**

			7/1/2006		7/1/2007		7/1/2008		7/1/2009		7/1/2010		7/1/2011		7/1/2012		Total
			Current		5.0%		5.0%		5.0%		3.5%		3.5%		3.5%		Salaries
Position		No. of Empl.	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	7/1/2007 to 6/30/2013
Governor <sup>1</sup>	Current	1	112,000	104,825	114,240	114,240	116,525	116,525	118,855	118,855	121,232	121,232	123,657	123,657	126,130	126,130	720,640
	Recommend	1	112,000	104,825	117,600	117,600	123,480	123,480	129,660	129,660	134,196	134,196	138,888	138,888	143,748	143,748	787,572
Lieutenant Governor <sup>2, 3</sup>	Current	1	100,000	95,850	102,000	102,000	104,040	104,040	106,121	106,121	108,243	108,243	110,408	110,408	112,616	112,616	643,428
	Recommend	1	100,000	95,850	105,000	105,000	120,444	120,444	126,468	126,468	130,896	130,896	135,480	135,480	140,220	140,220	758,508
Tier 1	Current	1	100,000	95,850	102,000	102,000	104,040	104,040	106,121	106,121	108,243	108,243	110,408	110,408	112,616	112,616	643,428
Admin. Dir. of the State <sup>2, 3</sup>	Recommend	1	100,000	95,850	105,000	105,000	120,444	120,444	126,468	126,468	130,896	130,896	135,480	135,480	140,220	140,220	758,508
Tier 1 Dept. Head	Current	1	109,242	109,242	111,427	111,427	113,655	113,655	115,928	115,928	118,247	118,247	120,612	120,612	120,612	120,612	700,482
Attorney General	Recommend	1	109,242	109,242	114,708	114,708	120,444	120,444	126,468	126,468	130,896	130,896	135,480	135,480	140,220	140,220	768,216
Tier 2 Dept. Heads	Current	6	104,040	624,240	106,121	636,725	108,243	649,459	110,408	662,448	112,616	675,697	114,869	689,211	114,869	689,211	4,002,753
DOH, DOT, DAGS, DCCA, TAX, B&F	Recommend	6	104,040	624,240	109,248	655,488	114,708	688,248	120,444	722,664	124,656	747,936	129,024	774,144	133,536	801,216	4,389,696
Tier 3 Dept. Heads <sup>4</sup>	Current	4	98,838	395,352	100,815	403,259	102,831	411,324	104,888	419,551	106,985	427,942	109,125	436,501	109,125	436,501	2,535,077
DHS, DLIR, DLNR, DBEDT	Recommend	4	98,838	395,352	103,776	415,104	108,960	435,840	120,444	481,776	124,656	498,624	129,024	516,096	133,536	534,144	2,881,584
Tier 4 Dept. Heads <sup>3, 4</sup>	Current	4	93,636	374,544	95,509	382,035	97,419	389,676	99,367	397,469	101,355	405,418	103,382	413,527	103,382	413,527	2,401,652
DOA, DHHL, PSD, DHRD	Recommend	4	93,636	374,544	98,316	393,264	108,960	435,840	120,444	481,776	124,656	498,624	129,024	516,096	133,536	534,144	2,859,744
Tier 1 Deputy Dept. Head Attorney General	Current	1	100,503	100,503	102,513	102,513	104,563	104,563	106,654	106,654	108,787	108,787	110,963	110,963	110,963	110,963	644,443
	Recommend		95,041 -		99,792 -		104,784 -		110,028 -		113,880 -		117,864 -		121,992 -		
	Range	1	100,503	100,503	105,528	105,528	110,808	110,808	116,352	116,352	120,420	120,420	124,632	124,632	129,000	129,000	706,740
Tier 2 Deputy Dept. Heads	Current	12	95,717	1,148,602	97,631	1,171,574	99,584	1,195,005	101,575	1,218,905	103,607	1,243,283	105,679	1,268,149	105,679	1,268,149	7,365,065
DOH, DOT, DAGS, DCCA, TAX, B&F	Recommend		90,515 -		95,040 -		99,792 -		104,784 -		108,456 -		112,248 -		116,172 -		
	Range	12	95,717	1,148,602	100,500	1,206,000	105,528	1,266,336	110,808	1,329,696	114,684	1,376,208	118,692	1,424,304	122,844	1,474,128	8,076,672
Tier 3 Deputy Dept. Heads <sup>4</sup>	Current	5	90,931	454,655	92,750	463,748	94,605	473,023	96,497	482,483	98,427	492,133	100,395	501,976	100,395	501,976	2,915,338
DHS, DLIR, DLNR, DBEDT	Recommend		85,989 -		90,288 -		94,800 -		104,784 -		108,456 -		112,248 -		116,172 -		
	Range	5	90,931	454,655	95,472	477,360	100,248	501,240	110,808	554,040	114,684	573,420	118,692	593,460	122,844	614,220	3,313,740
Tier 4 Deputy Dept. Heads <sup>3, 4</sup>	Current	6	86,145	516,871	87,868	527,208	89,625	537,752	91,418	548,507	93,246	559,478	95,111	570,667	95,111	570,667	3,314,279
DOA, DHHL, PSD, DHRD	Recommend		81,463 -		85,536 -		94,800 -		104,784 -		108,456 -		112,248 -		116,172 -		
	Range	6	86,145	516,871	90,456	542,736	100,248	601,488	110,808	664,848	114,684	688,104	118,692	712,152	122,844	737,064	3,946,392
Total Current Salaries		42		4,020,534		4,116,728		4,199,063		4,283,044		4,368,705		4,456,079		4,462,968	25,886,586
Total Recommended Salaries		42		4,020,534		4,237,788		4,524,612		4,860,216		5,030,220		5,206,212		5,388,324	29,247,372
Difference between Recommended Salaries and Current Approved Salaries						121,060		325,550		577,172		661,515		750,133		925,356	3,360,786
Percent Increase						2.9%		7.8%		13.5%		15.1%		16.8%		20.7%	13.0%
Year-to-year increase in Recommended Salaries						217,254		286,824		335,604		170,004		175,992		182,112	
Percent Increase						5.4%		6.8%		7.4%		3.5%		3.5%		3.5%	

Deputy Department Head salaries costed at recommended range maximum.

<sup>1</sup>Governor: Current annual salary of \$112,000 effective 12/4/2006.

7/1/2006 total salaries = \$94,780/annum @ 5 mos + \$112,000/annum @ 7 mos = \$104,825.00

<sup>2</sup>Lt. Governor, Admin. Director of the State: Current annual salary of \$100,000 effective 12/4/2006.

7/1/2006 total salaries = \$90,041/annum @ 5 mos + \$100,000/annum @ 7 mos = \$95,850.42

<sup>3</sup>Effective 7/1/2008

Lt. Governor, Admin. Director of the State: 14.7% increase

Tier 4 Dept. Heads, Tier 4 Deputy Dept. Heads: 10.8% increase

<sup>4</sup>Effective 7/1/2009

Tier 3 and 4 Dept. Heads, Tier 3 and 4 Deputy Dept. Heads: 10.5% increase

Effective 7/1/2012

Current salaries for Dept. Heads and Deputy Dept. Heads approved to 6/30/2012. 7/1/2012 current costs for these positions computed at 7/1/2011 rates.

**Table 2 - Judicial Salaries and Costs**

			7/1/2006		7/1/2007		7/1/2008		7/1/2009		7/1/2010		7/1/2011		7/1/2012		Total Salaries  7/1/2007 to 6/30/2013
			Current		10.0%		3.5%		10.0%		3.5%		10.0%		3.5%		
Position		No. of Empl.	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	
Chief Justice, Supreme	Current	1	144,900	144,900	149,972	149,972	155,221	155,221	160,654	160,654	166,277	166,277	172,097	172,097	172,097	172,097	976,318
	Recommend	1	144,900	144,900	159,396	159,396	164,976	164,976	181,476	181,476	187,824	187,824	206,604	206,604	213,840	213,840	1,114,116
Associate Justice, Supreme	Current	4	139,725	558,900	144,615	578,460	149,677	598,708	154,916	619,664	160,338	641,352	165,950	663,800	165,950	663,800	3,765,784
	Recommend	4	139,725	558,900	153,696	614,784	159,072	636,288	174,984	699,936	181,104	724,416	199,212	796,848	206,184	824,736	4,297,008
Chief Judge, Intermediate	Current	1	134,550	134,550	139,259	139,259	144,133	144,133	149,178	149,178	154,399	154,399	159,803	159,803	159,803	159,803	906,575
	Recommend	1	134,550	134,550	148,008	148,008	153,192	153,192	168,516	168,516	174,420	174,420	191,868	191,868	198,588	198,588	1,034,592
Associate Judge, Intermediate	Current	5	129,375	646,875	133,903	669,515	138,590	692,950	143,441	717,205	148,461	742,305	153,657	768,285	153,657	768,285	4,358,545
	Recommend	5	129,375	646,875	142,308	711,540	147,288	736,440	162,012	810,060	167,688	838,440	184,452	922,260	190,908	954,540	4,973,280
Circuit Court Judge	Current	33	125,856	4,153,248	130,261	4,298,613	134,820	4,449,060	139,539	4,604,787	144,423	4,765,959	149,478	4,932,774	149,478	4,932,774	27,983,967
	Recommend	33	125,856	4,153,248	138,444	4,568,652	143,292	4,728,636	157,620	5,201,460	163,140	5,383,620	179,460	5,922,180	185,736	6,129,288	31,933,836
District/Family/Per Diem Court Judge	Current	46	118,611	5,456,106	122,762	5,647,052	127,059	5,844,714	131,506	6,049,276	136,109	6,261,014	140,873	6,480,158	140,873	6,480,158	36,762,372
	Recommend	46	118,611	5,456,106	130,476	6,001,896	135,048	6,212,208	148,548	6,833,208	153,744	7,072,224	169,116	7,779,336	175,032	8,051,472	41,950,344
Total Current Salaries		90		11,094,579		11,482,871		11,884,786		12,300,764		12,731,306		13,176,917		13,176,917	74,753,561
Total Recommended Salaries		90		11,094,579		12,204,276		12,631,740		13,894,656		14,380,944		15,819,096		16,372,464	85,303,176
Difference between Recommended Salaries and Current Approved Salaries						721,405		746,954		1,593,892		1,649,638		2,642,179		3,195,547	10,549,615
Percent Increase						6.3%		6.3%		13.0%		13.0%		20.1%		24.3%	14.1%
Year-to-year increase in Recommended Salaries						1,109,697		427,464		1,262,916		486,288		1,438,152		553,368	
Percent Increase						10.0%		3.5%		10.0%		3.5%		10.0%		3.5%	

Effective 7/1/2012

Current salaries approved to 6/30/2012. 7/1/2012 current costs computed at 7/1/2011 rates.

**Table 3 - Legislative Salaries and Costs**

Position		No. of Empl.	Current 1/1/2007		1/1/2009		1/1/2010		1/1/2011		1/1/2012		1/1/2013		1/1/2014		Total Salaries 1/1/2009 to 12/31/2014
			Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	Annual Salary	Total Salaries	
House Speaker/Senate President	Current	2	43,400	86,800	45,000	90,000	45,000	90,000	46,700	93,400	46,700	93,400	46,700	93,400	46,700	93,400	553,600
	Recommend	2	43,400	86,800	56,208	112,416	57,912	115,824	59,676	119,352	61,500	123,000	63,396	126,792	65,352	130,704	728,088
Representative/Senator	Current	74	35,900	2,656,600	37,500	2,775,000	37,500	2,775,000	39,200	2,900,800	39,200	2,900,800	39,200	2,900,800	39,200	2,900,800	17,153,200
	Recommend	74	35,900	2,656,600	48,708	3,604,392	50,412	3,730,488	52,176	3,861,024	54,000	3,996,000	55,896	4,136,304	57,852	4,281,048	23,609,256
Total Current Salaries		76		2,743,400		2,865,000		2,865,000		2,994,200		2,994,200		2,994,200		2,994,200	17,706,800
Total Recommended Salaries		76		2,743,400		3,716,808		3,846,312		3,980,376		4,119,000		4,263,096		4,411,752	24,337,344
Difference between Recommended Salaries and Current Approved Salaries						851,808		981,312		986,176		1,124,800		1,268,896		1,417,552	6,630,544
Percent Increase						29.7%		34.3%		32.9%		37.6%		42.4%		47.3%	37.4%
Year-to-year increase in Recommended Salaries						973,408		129,504		134,064		138,624		144,096		148,656	
Percent Increase						35.5%		3.5%		3.5%		3.5%		3.5%		3.5%	

Note: Legislative Salaries costed by calendar year due to the increases becoming effective January 1 of each year beginning in 2009.

Effective 7/1/2012

Current salaries approved to 12/31/2012. 1/1/2013 and 1/1/2014 current costs computed at 12/31/2012 rates.

# Appendices

## Section A

Appendices for Material Reviewed  
by the Commission

**Report Title:**

Commission on Salaries; Legislature; Executive Branch; Judiciary

**Description:**

Pursuant to a proposed constitutional amendment, establishes a commission on salaries to recommend the salary of the governor, lieutenant governor, the members of the legislature, justices and judges of all state courts, the administrative director of the State or an equivalent position, and the department heads or executive officers and the deputies or assistants to the department heads of all state departments. (HB1918 CD1)

HOUSE OF REPRESENTATIVES

TWENTY-THIRD LEGISLATURE, 2006

STATE OF HAWAII

**H.B. NO.**

1918

H.D. 1

S.D. 2

C.D. 1

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# A BILL FOR AN ACT

RELATING TO COMMISSION ON SALARIES.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

SECTION 1. Chapter 26, Hawaii Revised Statutes, is amended by adding a new section to be appropriately designated and to read as follows:

"§26- Commission on salaries. (a) Pursuant to article XVI, section , of the Constitution of the State of Hawaii, there is established a commission on salaries within the department of human resources development, for administrative purposes only.

The commission shall consist of seven members of whom:

(1) Two members shall be appointed by the governor;

(2) Two members shall be appointed by the president of the senate;



(3) Two members shall be appointed by the speaker of the house of representatives; and

(4) One member shall be appointed by the chief justice of the supreme court.

Vacancies in these positions shall be filled in the same manner. The members of the commission shall serve without compensation but shall be reimbursed for expenses, including travel expenses, necessary for the performance of their duties.

(b) The commission shall review and recommend an appropriate salary for the governor, lieutenant governor, members of the legislature, justices and judges of all state courts, administrative director of the State or an equivalent position, and department heads or executive officers and the deputies or assistants to the department heads of the departments of:

- (1) Accounting and general services;
- (2) Agriculture;
- (3) The attorney general;
- (4) Budget and finance;
- (5) Business, economic development, and tourism;
- (6) Commerce and consumer affairs;
- (7) Defense;
- (8) Hawaiian home lands;
- (9) Health;
- (10) Human resources development;
- (11) Human services;
- (12) Labor and industrial relations;
- (13) Land and natural resources;
- (14) Public safety;
- (15) Taxation; and
- (16) Transportation.

The commission shall not review the salary of any position in the



department of education or the University of Hawaii.

The commission may recommend different salaries for department heads and executive officers and different salary ranges for deputies or assistants to department heads; provided that the commission shall recommend the same salary range for deputies or assistants to department heads within the same department; provided further that the appointing official shall specify the salary for a particular position within the applicable range.

The commission shall not recommend salaries lower than salary amounts recommended by prior commissions replaced by this section.

(c) The commission may seek assistance from the department of human resources development and any other agency in conducting its review, and all agencies shall fully cooperate with the commission and provide any necessary information to the commission upon request.

(d) The commission shall convene in the month of November 2006, and every six years thereafter. Not later than the fortieth legislative day of the regular session of 2007, and every six years thereafter, the commission shall submit a report of its findings and its salary recommendations to the legislature, through the governor. The commission may include incremental increases that take effect prior to the convening of the next salary commission.

The recommended salaries submitted by the commission shall become effective July 1 of the next fiscal year unless the legislature disapproves the recommended salaries submitted by the commission through the adoption of a concurrent resolution, which shall be approved by a simple majority of each house of the legislature, prior to adjournment sine die of the legislative session in which the recommended salaries are submitted; provided that any change in salary which becomes effective shall not apply to the legislature to which the recommendation for the change in salary was submitted.

The governor shall include the salary amounts recommended by the commission and approved by the legislature for employees of the executive branch in the executive budget. If the salary amounts recommended by the commission are disapproved by the legislature, the commission shall reconvene in the November next following the legislative disapproval to review the legislature's reasons for disapproving its salary recommendation. The commission may submit a report of its findings and submit a new salary recommendation to the legislature at the next regular session. The commission's reconvening following a legislative disapproval shall not toll the six-year cycle."

SECTION 2. Section 26-51, Hawaii Revised Statutes, is amended to read as follows:



~~"§26-51 Governor; lieutenant governor. Effective [January 1, 1989, and January 1, 1990, the salary of the governor of the State shall be \$90,699 and \$94,780 a year, respectively. Effective January 1, 1989, and January 1, 1990, the salary of the lieutenant governor shall be \$86,164 and \$90,041 a year, respectively, and, effective]~~  
 at noon on December 4, 2006, ~~[and every eight years thereafter,]~~  
 the salaries of the governor and the lieutenant governor shall be as last recommended by the executive salary commission. Effective July 1, 2007, and every six years thereafter, the salaries of the governor and lieutenant governor shall be as last recommended by the ~~[executive salary]~~ commission on salaries pursuant to section ~~[26-55,]~~ 26- , unless rejected by the legislature."

SECTION 3. Section 26-52, Hawaii Revised Statutes, is amended to read as follows:

**"§26-52 Department heads and executive officers.** The salaries of the following state officers shall be as follows:

(1) The salary of the superintendent of education shall be set by the board of education at a rate no greater than \$150,000 a year;

(2) The salary of the president of the University of Hawaii shall be set by the board of regents;

(3) ~~[The]~~ Effective July 1, 2004, the salaries of all department heads or executive officers of the departments of accounting and general services, agriculture, attorney general, budget and finance, business, economic development, and tourism, commerce and consumer affairs, Hawaiian home lands, health, human resources development, human services, labor and industrial relations, land and natural resources, public safety, taxation, and transportation shall be ~~[\$85,302 a year and, effective July 1, 2004, and every eight years thereafter, shall be]~~ as last recommended by the executive salary commission. Effective July 1, 2007, and every six years thereafter, the salaries shall be as last recommended by the commission on salaries pursuant to section ~~[26-55,]~~ 26 - , unless rejected by the legislature; and

(4) The salary of the adjutant general shall be \$85,302 a year ~~[and, effective July 1, 2004, and every eight years thereafter, shall be as last recommended by the executive salary commission].~~ Effective July 1, 2007, and every six years thereafter, the salary of the adjutant general shall be as last recommended by the commission on salaries pursuant to section ~~[26-55]~~



26- , unless rejected by the legislature, except that if the state salary is in conflict with the pay and allowance fixed by the tables of the regular army or air force of the United States, the latter shall prevail."

SECTION 4. Section 26-53, Hawaii Revised Statutes, is amended to read as follows:

"**§26-53 Deputies or assistants to department heads.** ~~[The]~~ Effective July 1, 2004, the salaries of deputies or assistants to the head of any department of the State, other than the department of education, shall be [set by the governor within the range from \$69,748 to \$74,608 and \$72,886 to \$77,966 a year, effective January 1, 1989, and January 1, 1990, respectively, and, effective July 1, 2004, and every eight years thereafter,] within the range or ranges for the specific positions as last recommended by the executive salary commission. Effective July 1, 2007, and every six years thereafter, the salaries shall be as last recommended by the commission on salaries and specified by the appointing official, if appropriate, pursuant to section [26-55,] 26- , unless rejected by the legislature."

SECTION 5. Section 26-54, Hawaii Revised Statutes, is amended to read as follows:

"**§26-54 Administrative director of the State.** ~~Effective-[January 1, 1989, and January 1, 1990,]~~ July 1, 2004, the salary of the administrative director of the State shall be [\$86,164 and \$90,041 a year, respectively, and, effective July 1, 2004, and every eight years thereafter,] as last recommended by the executive salary commission. Effective July 1, 2007, and every six years thereafter, the salary of the administrative director of the State shall be as last recommended by the [executive salary] commission on salaries pursuant to section [26-55,]

26- , unless rejected by the legislature."

SECTION 6. Section 601-3, Hawaii Revised Statutes, is amended as follows:

1. By amending subsection (a) to read:

"(a) The chief justice, with the approval of the supreme court, shall appoint an administrative director of the courts to assist the chief justice in directing the administration of the judiciary. The administrative director shall be a resident of the ~~[State]~~ state for a continuous period of three years prior to the administrative director's appointment, and shall be appointed without regard to chapter 76 and shall serve at the pleasure of the chief justice. The administrative director shall hold no other office or employment. ~~[Effective July 1, 2000, the salary of the~~



~~administrative director shall be no greater than provided in section 26-54 and shall be determined by the chief justice based upon merit and other relevant factors.~~ Effective July 1, 2004, ~~[and every eight years thereafter,]~~ the salary of the administrative director shall be as last ~~[determined]~~ recommended by the judicial salary commission. Effective July 1, 2007, and every six years thereafter, the salary shall be as last recommended by the commission on salaries pursuant to section ~~[608-1.5,]~~ 26- , unless disapproved by the legislature."

2. By amending subsection (c) to read:

"(c) The administrative director ~~[shall]~~, with the approval of the chief justice, shall appoint a deputy administrative director of the courts without regard to chapter 76 and such assistants as may be necessary. ~~[Such]~~ The assistants shall be appointed without regard to chapter 76. Effective July 1, 2000, the salary of the deputy administrative director shall be no greater than provided in section 26-52(3) and shall be determined by the chief justice based upon merit and other relevant factors. Effective July 1, 2004, ~~[and every eight years thereafter,]~~ the salary of the deputy administrative director shall be as last ~~[determined]~~ recommended by the judicial salary commission ~~[pursuant to section 608-1.5, unless disapproved by the legislature]~~. The administrative director shall be provided with necessary office facilities."

SECTION 7. Section 602-2, Hawaii Revised Statutes, is amended to read as follows:

"~~§602-2 Salary, supreme court justices. [Effective July 1, 1999, the salary of the chief justice of the supreme court shall be \$105,206 a year and the salary of each associate justice of the supreme court shall be \$104,096 a year. Effective July 1, 2000, the salary of the chief justice of the supreme court shall be \$116,779 a year and the salary of each associate justice of the supreme court shall be \$115,547 a year.]~~ Effective July 1, 2004, ~~[and every eight years thereafter,]~~ the salary of the chief justice of the supreme court and the salary of each associate justice of the supreme court shall be as last ~~[determined]~~ recommended by the judicial salary commission. Effective July 1, 2007, and every six years thereafter, the salary of the chief justice of the supreme court and the salary of each associate justice of the supreme court shall be as last recommended by the commission on salaries pursuant to section ~~[608-1.5,]~~ 26- , unless disapproved by the legislature."

SECTION 8. Section 602-52, Hawaii Revised Statutes, is amended to read as follows:

"~~§602-52 Salary. [Effective July 1, 1999, the salary of the chief judge of the intermediate appellate court shall be \$101,321 a year and the salary of each associate judge shall be \$99,656 a year. Effective July 1, 2000, the salary of the chief judge of the~~



~~intermediate appellate court shall be \$112,466 a year and the salary of each associate judge shall be \$110,618 a year.]~~ Effective July 1, 2004, ~~[and every eight years thereafter,]~~ the salary of the chief judge of the intermediate appellate court and the salary of each associate judge shall be as last ~~[determined]~~ recommended by the judicial salary commission. Effective July 1, 2007, and every six years thereafter, the salary of the chief judge of the intermediate appellate court and the salary of each associate judge shall be as last recommended by the commission on salaries pursuant to section [603-1.5,] 26-, unless disapproved by the legislature."

SECTION 9. Section 603-5, Hawaii Revised Statutes, is amended to read as follows:

**"§603-5 Salary of circuit court judges.** ~~[Effective July 1, 1999, the salary of each circuit court judge of the various circuit courts of the State shall be \$96,226 a year. Effective July 1, 2000, the salary of each circuit court judge of the various circuit courts of the State shall be \$106,922 a year.]~~ Effective ~~[on]~~ July 1, 2004, ~~[and every eight years thereafter,]~~ the salary of a circuit court judge shall be as last ~~[determined]~~ recommended by the judicial salary commission. Effective July 1, 2007, and every six years thereafter, the salary of each circuit court judge of the various circuit courts of the State shall be as last recommended by the commission on salaries pursuant to section [603-1.5,] 26-, unless disapproved by the legislature."

SECTION 10. Section 604-2.5, Hawaii Revised Statutes, is amended to read as follows:

**"§604-2.5 Salary of district judges.** ~~[Effective July 1, 1999, the salary of each district court judge of the various district courts of the State shall be \$90,776 a year. Effective July 1, 2000, the salary of each district court judge of the various district courts of the State shall be \$100,761 a year.]~~ Effective ~~[on]~~ July 1, 2004, ~~[and every eight years thereafter,]~~ the salary of a district court judge shall be as last ~~[determined]~~ recommended by the judicial salary commission. Effective July 1, 2007, and every six years thereafter, the salary of each district court judge of the various district courts of the State shall be as last recommended by the commission on salaries pursuant to section [604-1.5,] 26-, unless disapproved by the legislature."

Whenever the chief justice appoints a district court judge of any of the various district courts of the State to serve temporarily as a circuit court judge of any of the various circuit courts of the State, the judge shall receive per diem compensation for the days on which actual service is rendered based on the monthly rate of compensation paid to a circuit court judge. For the purpose of determining per diem compensation in this section, a month shall be deemed to consist of twenty-one days."



SECTION 11. Section 26-55, Hawaii Revised Statutes, is repealed.

~~["§26-55] Executive salary commission. (a) There is established within the department of human resources development, for administrative purposes only, the executive salary commission. The commission shall consist of five members. Two members shall be appointed by the president of the senate, two members shall be appointed by the speaker of the house of representatives, and one member shall be appointed by the chief justice of the supreme court. Vacancies in these positions shall be filled in the same manner. The members of the commission shall serve without compensation but shall be reimbursed for expenses necessary for the performance of their duties.~~

~~(b) The commission shall review the salaries of the governor, the lieutenant governor, the administrative director of the State, and the department heads or executive officers of the departments of accounting and general services, agriculture, attorney general, budget and finance, business, economic development, and tourism, commerce and consumer affairs, Hawaiian home lands, health, human resources development, human services, labor and industrial relations, land and natural resources, public safety, taxation, and transportation. The commission shall also review the salary of the deputy to the superintendent of education. The commission shall recommend an appropriate salary for the governor, the lieutenant governor, and each department head or executive officer, and appropriate salary ranges for the deputy department heads. The commission may recommend different salaries for department heads and executive officers and different salary ranges for deputies or assistants to department heads, provided that the commission shall recommend the same salary range for deputies or assistants to department heads within the same department, provided further that the appointing official shall specify the salary for a particular position within the applicable range.~~

~~(c) The commission may seek assistance from the department of human resources development and any other agency in conducting its review, and all agencies shall fully cooperate with the commission and provide any necessary information to the commission upon request.~~

~~(d) The commission shall convene in the month of November 2003, and every eight years thereafter. Not later than the fortieth legislative day of the regular session of 2004, and every eight years thereafter, the commission shall submit a report of its findings and its salary recommendations to the legislature, through the governor. The commission may include incremental increases that take effect over the span of years occurring prior to the convening of the next salary commission. The recommended salaries submitted by the commission shall become effective July 1 of the next fiscal year unless the legislature disapproves the recommended salaries submitted by the commission through the adoption of a concurrent~~



~~resolution, which shall be approved by a simple majority of each house of the legislature, prior to adjournment sine die of the legislative session in which the recommended salaries are submitted; provided that, pursuant to section 3 of article V of the State Constitution, the salaries of the governor and the lieutenant governor shall not be decreased for their respective terms and the new salaries shall not take effect until the beginning of the next term for those offices. The governor shall include the salary amounts, recommended by the commission and approved by the legislature, in the executive budget. If the salary amounts recommended by the commission are disapproved by the legislature, the commission shall reconvene in the month of November following the legislative disapproval to review the legislature's reasons for disapproving its salary recommendation. The commission may submit a report of its findings and submit a new salary recommendation to the legislature of the next regular session. The commission's reconvening following a legislative disapproval shall not toll the eight year cycle."]~~

SECTION 12. Section 608-1.5, Hawaii Revised Statutes, is repealed.

~~["§608-1.5 Judicial salary commission. (a) There shall be a judicial salary commission to review and determine the salaries of justices and judges of all state courts and appointed judiciary administrative officers. The judicial salary commission shall be attached to the judicial council for administrative purposes. The commission shall be composed of five members. One member shall be appointed by the governor, two members shall be appointed by the president of the senate, and two members shall be appointed by the speaker of the house of representatives; and provided further that vacancies in these positions shall be filled in the same manner. Members shall not receive compensation for their services, but shall be reimbursed for traveling and other expenses incidental to the performance of commission duties.~~

~~(b) The commission may seek assistance from any other agency in conducting its review and all agencies shall cooperate fully with the commission and provide any necessary information to the commission upon request. In determining the salaries of the justices and judges and appointed judiciary administrative officers, the commission may set different salaries for the chief justice of the supreme court, the associate justices of the supreme court, the chief judge of the intermediate appellate court, the associate judges of the intermediate appellate court, the judges of the circuit courts, and the judges of the district courts and different salaries or salary ranges for appointed administrative judiciary officers, with the salary for a particular position to be specified within the applicable range by the appointing official.~~

~~(c) The commission shall convene in the month of November 2003, and every eight years thereafter. Not later than the fortieth legislative day of the regular session of 2004, and every eight~~



~~years thereafter, the commission shall submit a report of its findings and its salary recommendations to the legislature, through the chief justice. The commission's salary recommendations may include incremental increases that take effect over the span of years occurring prior to the convening of the next salary commission. The recommended salaries submitted by the commission shall become effective July 1 of the next fiscal year unless the legislature disapproves the salary recommendations submitted by the commission through the adoption of a concurrent resolution, which shall be approved by a simple majority of each house of the legislature prior to adjournment sine die of the legislative session in which the recommended salaries are submitted; provided that pursuant to article VI, section 3 of the State Constitution, the salaries of justices and judges shall not be decreased during their respective terms of office. At the next regular legislative session, the salary amounts recommended by the commission, and not disapproved by the legislature, shall be submitted by the chief justice as part of the judiciary's proposed budget pursuant to the budgetary procedures specified in chapter 37 and section 601-2(c). If the salary amounts recommended by the commission are disapproved by the legislature, the commission shall reconvene in the month of November following the legislative disapproval to review the legislature's reasons for disapproving its salary recommendation. The commission may submit a report of its findings and submit a new salary recommendation to the legislature of the next regular session. The commission's reconvening following a legislative disapproval shall not toll the eight year cycle."]~~

SECTION 13. Statutory material to be repealed is bracketed and stricken. New statutory material is underscored.

SECTION 14. This Act shall take effect upon ratification of a constitutional amendment establishing a commission on salaries to review and recommend salaries for the governor, lieutenant governor, legislators, justices and judges of all state courts, the administrative director of the State, and department heads or executive officers of the executive departments and their deputies or assistants.

A-2

CALVIN K.Y. SAY  
SPEAKER

HOUSE OF REPRESENTATIVES

STATE OF HAWAII  
STATE CAPITOL  
HONOLULU, HAWAII 96813



'07 MAR -1 18:51

HUMAN RESOURCES DEPT  
STATE OF HAWAII

TO: MARIE LADERTA, DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

FROM: CALVIN AZAMA, CHIEF OF STAFF  
SPEAKER CALVIN SAY'S OFFICE

RE: ATTORNEY GENERAL OPINION CONCERNING SALARY COMMISSION

COPY/CIRCULATE:

Date: 3/1/07

✓ DEP ECD

✓ SPEC ERD

ASST ESD

ASO ✓ ECCD

Salary Comm

Please distribute the attached Attorney General opinion concerning the Salary Commission to its members. It may of interest to them.



CALVIN K.Y. SAY  
SPEAKER

## HOUSE OF REPRESENTATIVES

STATE OF HAWAII  
STATE CAPITOL  
HONOLULU, HAWAII 96813

February 6, 2007

Mr. Mark J. Bennett, Attorney General  
State of Hawaii  
Hale Auhau  
425 Queen Street  
Honolulu, HI 96813

Dear Mr. Bennett:

At the general election in November 2006, a constitutional amendment was approved to require the periodic establishment of a salary commission to review and make recommendations on salary adjustments for certain state officers. The amendment includes the following provision: "Not later than the fortieth legislative day of the 2007 regular legislative session and every six years thereafter, the commission shall submit to the legislature its recommendations and then dissolve (underscoring added)."

Act 299, Session Laws of Hawaii 2006, is the implementing legislation for the constitutional amendment. The last paragraph of section 26-\_\_ (d), Hawaii Revised Statutes (HRS), as added by the Act, provides that, if the Legislature disapproves the salary commission's recommendation during a regular session, the salary commission may reconvene in the following November to submit a new recommendation to the Legislature.

Please provide an opinion on whether the provision in section 26-\_\_ (d), HRS, allowing a salary commission to reconvene following the disapproval of its recommendation is legally valid.

A response to this request by March 16, 2007 would be appreciated.

Sincerely,

A handwritten signature in black ink that reads "Calvin K.Y. Say".

CALVIN K.Y. SAY  
Speaker



CALVIN K.Y. SAY  
SPEAKER

## HOUSE OF REPRESENTATIVES

STATE OF HAWAII  
STATE CAPITOL  
HONOLULU, HAWAII 96813



February 13, 2007

Mr. Mark J. Bennett, Attorney General  
State of Hawaii  
Hale Auhau  
425 Queen Street  
Honolulu, HI 96813

Dear Mr. Bennett:

Act 299, Session Laws of Hawaii 2006, amends the salary statutes for various state officers by adding language in substantially the following form: "Effective July 1, 2007, and every six years thereafter, the salary of [state officer] shall be as last recommended by the commission on salaries pursuant to section 26-\_\_\_\_, [which establishes the commission on salaries under Act 299] unless rejected by the legislature."

Your opinion on the following question would be appreciated:

If the Legislature rejects the salary recommendations of the 2006-07 Commission on Salaries that are submitted during the 2007 Regular Session, what will be the salaries on July 1, 2007 of the state officers subject to Act 299?

I would appreciate your response by March 5, 2007.

Sincerely,

A handwritten signature in black ink that reads "Calvin K.Y. Say".

Calvin K.Y. Say  
Speaker

LINDA LINGLE  
GOVERNORMARK J. BENNETT  
ATTORNEY GENERAL

RECEIVED

LISA M. GINOZA  
FIRST DEPUTY ATTORNEY GENERAL

'07 02-1 13:51

STATE OF HAWAII  
DEPARTMENT OF THE ATTORNEY GENERAL  
425 QUEEN STREET  
HONOLULU, HAWAII 96813  
(808) 586-1500

2007 FEB 27 A 10:49

SPEAKER'S OFFICE

HAWAIIAN RESOURCES OFFICE

February 26, 2007

The Honorable Calvin K.Y. Say  
Speaker of the House of Representatives  
The Twenty-Fourth State Legislature  
State Capitol, Room 431  
Honolulu, Hawai'i 96813

) CKYS

2/26/07

Dear Speaker Say:

Re: Act 299, SLH 2006

By letters dated February 6 and February 13, 2007, you requested advice regarding the 2006 constitutional amendment providing for a salary commission and Act 299, Session Laws of Hawaii 2006 (SLH 2006), the statute that implements the constitutional amendment. Your questions are:

1. Is the provision in section 26-\_\_\_(d), Hawaii Revised Statutes (HRS), allowing a salary commission to reconvene following the disapproval of its recommendation, legally valid?
2. If the Legislature rejects the salary recommendations of the 2006-2007 Commission on Salaries that are submitted during the 2007 Regular Session, what will be the salaries on July 1, 2007 of the state officers subject to Act 299?

We advise that although statutes enacted by the Legislature are presumptively valid, given the clear and unambiguous language in the constitutional amendment that "[n]ot later than the fortieth legislative day of the 2007 regular legislative session and every six years thereafter, the commission shall submit to the legislature its recommendations and then dissolve," we believe that section 26-\_\_\_(d) of Act 299, SLH 2006, that allows a salary commission to reconvene following the disapproval of its recommendation, is invalid because it conflicts with the constitutional provision.

The new section added to article XVI of the State



The Honorable Calvin K.Y. Say  
February 26, 2007  
Page 2

Constitution, as proposed by the Legislature by H.B. No. 1917 and ratified by the electorate at the 2006 November General Election, provides as follows:

There shall be a commission on salaries as provided by law, which shall review and recommend salaries for the justices and judges of all state courts, members of the legislature, department heads or executive officers of the executive departments and the deputies or assistants to department heads of executive departments as provided by law, excluding the University of Hawaii and the department of education. The commission shall also review and make recommendations for the salary of the administrative director of the State or equivalent position and salary of the governor and lieutenant governor.

Any salary established pursuant to this section shall not be decreased during a term of office, unless by general law applying to all salaried officers of the State.

Not later than the fortieth legislative day of the 2007 regular legislative session and every six years thereafter, the commission shall submit to the legislature its recommendations and then dissolve.

The recommended salaries submitted shall become effective as provided in the recommendation, unless the legislature disapproves the entire recommendation as a whole by adoption of a concurrent resolution prior to adjournment sine die of the legislative session in which the recommendation is submitted; provided that any change in salary which becomes effective shall not apply to the legislature to which the recommendation for the change in salary was submitted. [Emphasis added.]

The wording of the constitutional amendment is clear and unambiguous in providing that once the commission submits its recommendations to the Legislature it must then dissolve. It does not provide for a second recommendation upon disapproval. When the words used in a constitutional provision "are clear and unambiguous, they are to be construed as they are written."



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Spears v. Honda, 51 Haw. 1, 6, 449 P.2d 130, 134 (1968). The provision of the constitutional amendment that says that "the commission shall submit to the legislature its recommendations and then dissolve," we believe, precludes the commission from reconvening should its recommendations be disapproved by the Legislature.

The legislative history clearly shows that the Legislature intended a six-year cycle. The Senate Committee on Ways and Means, in Standing Committee Report No. 3485, dated April 7, 2006, stated, "[t]his measure requires the commission to make salary recommendations to the legislature every six years."

In enacting Act 299, SLH 2006, the Legislature provided that "[i]f the salary amounts recommended by the commission are disapproved by the legislature, the commission shall reconvene in the November next following the legislative disapproval to review the legislature's reasons for disapproving its salary recommendation. The commission may submit a report of its findings and submit a new salary recommendation to the legislature at the next regular session." The constitutional amendment is clear in requiring the commission to submit its salary recommendations to the "2007 regular legislative session and every six years thereafter." The constitutional amendment does not contemplate submissions outside of this six-year cycle.

As to your second question, we believe that, if the Legislature rejects the salary recommendations of the 2006-2007 Commission on Salaries, the salaries of state officers of the executive, judicial, and legislative branches, who are subject to Act 299, would, on July 1, 2007, continue to be the salaries determined pursuant to the last recommendations of the Executive Salary Commission, the Judicial Salary Commission, and the Commission on Legislative Salary, including percentage increases as described in the recommendations. Act 299 amended several sections pertaining to state officers' salaries to expressly state that the salaries shall be as last recommended by the Executive Salary Commission or the Judicial Salary Commission and that, effective July 1, 2007, and every six years thereafter, the salaries shall be as last recommended by the Commission on Salaries, "unless rejected by the legislature" or "unless disapproved by the legislature." If the recommendations of the Commission on Salaries are "rejected" or "disapproved" by the Legislature, then, on July 1, 2007, the last recommendations of the Executive Salary Commission or the Judicial Salary Commission

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would remain in effect.

For the Legislature, the constitutional amendment and Act 299 provide that "any change in salary which becomes effective shall not apply to the legislature to which the recommendation for the change in salary was submitted." Consequently, whether the recommendations of the Commission on Salaries for the legislators' salaries are approved or disapproved by the Twenty-Fourth Legislature, there would be no change in salary on July 1, 2007, and the salaries of legislators would remain the same, including percentage increases, as last recommended by the Commission on Legislative Salaries.

We hope that we have adequately responded to your inquiry. Please let us know if we can be of further assistance.

Very truly yours,

*Russell A. Suzuki*

Russell A. Suzuki  
Deputy Attorney General

APPROVED:

*Mark J. Bennett*

Mark J. Bennett  
Attorney General



BENJAMIN J. CAYETANO  
GOVERNOR



A-3

EARL I. ANZAI  
ATTORNEY GENERAL

THOMAS R. KELLER  
FIRST DEPUTY ATTORNEY GENERAL

STATE OF HAWAII  
DEPARTMENT OF THE ATTORNEY GENERAL  
425 QUEEN STREET  
HONOLULU, HAWAII 96813  
(808) 586-1500

October 2, 2001

MEMORANDUM

TO: Members of State Boards and Commissions

FROM: Department of the Attorney General

SUBJECT: The Sunshine Law and Procedures For Conducting State Board and Commission Meetings

I. THE SUNSHINE LAW

The Sunshine Law is set out in part I of Haw. Rev. Stat. chapter 92. All state and county boards and commissions must conduct board business in accordance with the Sunshine Law.

A. The Objectives of the Sunshine Law -- Defer to Openness, Construe Exceptions Strictly

The Sunshine Law became the law of Hawaii in 1975. Since then, the purpose and policies of the Sunshine Law have been set out, without amendment, at Haw. Rev. Stat. § 92-1:

**Declaration of policy and intent.** In a democracy, the people are vested with the ultimate decision-making power. Governmental agencies exist to aid the people in the formation and conduct of public policy. Opening up the governmental processes to public scrutiny and participation is the only viable and reasonable method of protecting the public's interest. Therefore, the legislature declares that it is the policy of this State that the formation and conduct of public policy - the discussions, deliberations, decisions, and action of governmental agencies - shall be conducted as openly as possible. To implement this policy the legislature declares that:

- (1) It is the intent of this part to protect the people's right to know;
- (2) The provisions requiring open meetings shall be liberally construed; and
- (3) The provisions providing for exceptions to the open meeting requirements shall be strictly construed against closed meetings.

B. The Sunshine Law Applies to "Boards"

The Sunshine Law applies to state and county "boards," including any "agency, board, commission, authority, or committee of the State or its political subdivisions which is created by constitution, statute, rule, or executive order, to have supervision, control, jurisdiction or advisory power over specific matters and which is required to conduct meetings and to take official actions." Haw. Rev. Stat. § 92-2.

To be a "board," an entity must embody five distinct elements: (1) be an entity of the State or one of its counties; (2) be created by a provision of the State Constitution, a state statute, an administrative rule, or an executive order, or pursuant to authority conferred by the constitution, a statute, a rule, or an executive order; (3) supervise, control, or have jurisdiction or advisory power over a topic, subject, or matter; (4) deliberate or make a decision; and (5) take official action, even if only to make recommendations or give advice.

C. The Sunshine Law Applies to All Meetings of a Board

A "meeting" is defined as "the convening of a board for which a quorum is required in order to make a decision or to deliberate toward a decision upon a matter over which the board has supervision, control, jurisdiction, or advisory power." Haw. Rev. Stat. § 92-2. Thus, except for the exemptions and the situations carved out of the definition of "meeting" discussed in Section I-D below, the Sunshine Law will apply whenever a board deliberates or acts on board business.

The Sunshine Law defines five different types of meetings: (1) open meetings; (2) executive meetings; (3) chance meetings; (4) emergency meetings; and (5) limited meetings. It also allows



board meetings to be held by videoconference.<sup>1</sup>

Under the Sunshine Law, all communication, interactions, conversations, and discussion between and among the members of a board must fall within one of these five types of meetings, or the exceptions described in Section I-D below. "How" the communication, interaction, conversation, or discussion takes place, whether face-to-face, by telephone or telegram, or through the mails or e-mail, is not significant for determining compliance with the Sunshine Law.

1. Open Meetings -- Most board meetings must be "open meetings." To be "open," meetings must be held at a reasonable date and time, and in a place that is accessible to and capable of accommodating the public. At an open meeting, persons may submit written testimony conveying data, views, or arguments, or present oral testimony on any item on the agenda. Haw. Rev. Stat. § 92-3. Proceedings may be recorded by sonic reproduction, as long as the recording does not actively interfere with the meeting. Haw. Rev. Stat. § 92-9(c). Any person who deliberately disrupts a meeting may be removed from an open meeting.<sup>2</sup> Haw. Rev. Stat. § 92-3. Material prepared and distributed to members to assist them with matters on the agenda, must be available for public inspection prior to the meeting unless disclosure is limited by the Uniform Information Practices

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<sup>1</sup>The terms "regular meeting" or "special meeting" are terms that boards may assign to describe their meetings but the terms are not significant for purposes of the Sunshine Law. Ordinarily, the terms differentiate between meetings which are pre-scheduled, e.g., held every second and fourth Monday, and ones which are *ad hoc*. In either instance, however, notice of the meeting must be filed and posted in conformance with the Sunshine Law.

<sup>2</sup>The person should be removed pursuant to action taken by the board as a whole or by a member designated by the board's rules of practice and procedure. The reasons for removal should be a matter of record and included in the minutes of the meeting.



Act, Haw. Rev. Stat. ch. 92F ("UIPA").<sup>3</sup>

2. Executive Meetings -- An "executive meeting" is a meeting from which the public is excluded. As long as discussions in an executive meeting relate directly to the purpose for which an executive meeting is convened, a board may both deliberate and decide matters without the public present. An executive meeting may be suggested either as an item on the notice for a meeting, or during the course of an open meeting. However, to hold an executive meeting, two-thirds of the board members present must affirmatively vote<sup>4</sup> for an executive meeting during an open meeting.<sup>5</sup> Haw. Rev. Stat. § 92-4. Executive meetings may be held for one or more of the following purposes:
  - a. To consider and evaluate personal information relating to individuals applying for professional or vocational licenses cited in Haw. Rev. Stat. § 26-9 or both;

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<sup>3</sup>Under Haw. Rev. Stat. § 91-2 of the Hawaii Administrative Procedure Act ("HAPA"), state and county agencies, including boards and commissions, are required to adopt rules of practice and procedure which describe how the public may obtain information, or make submittals or requests to an agency, or the formal or informal procedures the agency will use to perform its duties and responsibilities. A board's rules of practice and procedure may include reasonable time limits for receiving oral testimony from the public, and criteria for determining when a person may be removed from a meeting for disruption.

<sup>4</sup>A quorum is required before any meeting of a board can be held. Therefore, before an executive meeting can be held, at least a majority of the members of a board must be present to vote, and two-thirds of those who are present must vote to go into an executive meeting. For example, a board of nine members can go into an executive meeting only if at least five members are present at an open meeting, and at least four of them vote affirmatively on the question; if all nine members are present, at least six members must vote for the executive meeting.

<sup>5</sup>The reason for holding an executive meeting, and each board member's vote on the question must be recorded and entered into the minutes of the open meeting.



- b. To consider certain personnel matters, provided that the personnel concerned does not request an open meeting;
  - c. To facilitate labor negotiations or negotiations to acquire public property;
  - d. To consult with the board's attorney on questions and issues pertaining to the board's powers, duties, privileges, immunities, and liabilities;
  - e. To investigate criminal misconduct;
  - f. To consider sensitive matters relating to public safety or security;
  - g. To solicit or consider gifts or donations; and
  - I. To deliberate or make a decision that will involve consideration of information which is confidential under federal or state law, or court order.
3. Chance Meetings -- A "chance meeting" is a social or informal assemblage of two or more members of a board at which board business is not discussed. The Sunshine Law specifically prohibits the use of a "chance meeting or electronic communication . . . to circumvent the spirit or requirements of this part to make a decision or to deliberate toward a decision upon a matter over which the board has supervision, control, jurisdiction, or advisory power." Haw. Rev. Stat. § 92-5(b).
4. Emergency Meetings -- A board may hold a meeting with less than six calendar days notice to the public, if at least two-thirds of all members to which the board is entitled, find that (a) an imminent peril to the public health, safety, or welfare exists, or (b) an unanticipated event demands that the board meet to act on a matter for which it is responsible<sup>6</sup> and the

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<sup>6</sup>Note that "imminent peril to the public health, safety, or welfare" and "unanticipated event" are broad concepts and will require a case-by-case assessment of the particular circumstances

Attorney General concurs with the board's finding.<sup>7</sup> The board must prepare written findings for calling the emergency meeting, and file them with its agenda for the emergency meeting in the Office of the Lieutenant Governor and the board's office. Persons who have requested that notice of board meetings be mailed to them must be notified of an emergency meeting by mail or telephone as soon as practicable. Haw. Rev. Stat. § 92-8.

5. Limited Meetings -- If a board determines that it needs to meet at a location that is dangerous to the public's health or safety, the board may hold a limited meeting at that location. A limited meeting is not open to the public. A board may deliberate but cannot make decisions at a limited meeting. To hold a limited meeting, two-thirds of all members to which the board is entitled must agree that a meeting must be held at a particular site, and that the site is dangerous to the health or safety of the public. The Attorney General must concur with the board's determination, and notice of the limited meeting must be provided in accordance with § 92-7. In addition to minutes, a limited meeting must be videotaped unless the Attorney General waives the requirement. The videotape must be available at the next open meeting of the board.
6. Videoconference Meetings -- A board may meet by videoconference when all of the following prerequisites are satisfied: the notice of the board's meeting filed at least six days before the meeting specifies the location of each videoconference meeting site where the public may attend the meeting; at least one board member is present at each videoconference meeting site; all

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of each situation that suggest the necessity for an emergency meeting.

<sup>7</sup>A form to describe a situation which a board believes constitutes an unanticipated event that warrants an emergency meeting and to secure the Attorney General's concurrence is attached to this handout. Copies have been distributed to board staff and departments.



meeting sites are connected by both audio and video communication; the meeting is terminated immediately if both audio and video communication can not be maintained at any meeting site.

D. Exemptions From the Sunshine Law and Its Definition of "Meeting"

The Sunshine Law does not apply to the following entities or situations:

1. The Judiciary, Haw. Rev. Stat. § 92-6;
2. The Legislature or any of its members, Haw. Rev. Stat. § 92-10;
3. True "chance meetings" between board members, Haw. Rev. Stat. § 92-5(b);
4. Adjudicatory proceedings of a board governed by HAPA's contested case and declaratory ruling provisions, including the investigatory, preliminary determination, formal hearing, deliberation and final decision-making stages of a proceeding.<sup>8</sup>

In addition, under Haw. Rev. Stat. § 92-2.5, certain interactions between and among board members are specifically exempted from the Sunshine Law's definition of "meeting." These interactions may occur in private even though multiple board members participate and board business is discussed. These interactions include communications between:

1. Two members, to gather information from each other about board business, as long as a commitment to vote is neither sought nor given;
2. Two or more members but less than a quorum of a board, commissioned to conduct an investigation for the board at a prior open meeting of the

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<sup>8</sup>The Land Use Commission's deliberations and discussions in a contested or adjudicatory/quasi-judicial case are excepted from this exemption. The Land Use Commission's deliberations and decision must be conducted in open meetings.

board;

3. Two or more members but less than a quorum of a board, commissioned to make presentations for, discuss positions of, or negotiate on behalf of a board at a prior open meeting of the board;
4. Two or more members but less than a quorum of a board, to select board officers;
5. Any and all members of a board and the Governor, about any board business other than contested cases pending before the board;
6. Any and all members of a board and the head of the department to which the board is administratively attached, about administrative matters specified in Haw. Rev. Stat. § 26-35.

E. Notice of Meetings

1. Written notice of a board meeting specifying the date, time, and place of a meeting, must be filed in the Office of the Lieutenant Governor and in the board's office, at least six calendar days before a meeting. An agenda that specifically describes the matters to be considered at the meeting must be attached or incorporated into the notice. Generalized descriptions such as "Old Business", "Concerns," "Unfinished Business" are not sufficiently specific items for an agenda.
2. When notice of a meeting is filed less than six calendar days before a meeting, the meeting is automatically canceled by law and cannot be held. The Lieutenant Governor is responsible for notifying the chairperson of the board or the director of the department within which the board is established or placed, of the late filing and automatic cancellation. The chairperson or director shall ensure that a notice canceling the meeting is posted at the place where the meeting was to be held.
3. Whenever feasible, notice of a meeting should be posted at the site of the meeting prior to the meeting.



4. If a board is unable to finish its agenda, the board may continue a meeting without publishing and filing a notice for the continued meeting. However, the board must announce the date, time, and place of the continued meeting and the items which will be considered at that continued meeting, before the originating meeting is adjourned or recessed. A meeting should not be continued if it will reduce public participation of a controversial matter. Haw. Rev. Stat. § 92-7(d). Although a notice of the continued meeting need not be filed in the Office of the Lieutenant Governor or the board, sound practice counsels its filing.
5. The board must maintain a list of names and addresses of all persons who ask that notice of all board meetings be mailed to them. Notices of board meetings must be mailed to these persons no later than the date that the notice of meeting is filed in the Lieutenant Governor's office.
6. Agendas may only be revised at an open meeting and by the votes of at least two-thirds of all members to which the board is entitled (as distinguished from members present). However, no item can be added to an agenda if the item is of reasonably major importance and action by the board will affect a significant number of persons.<sup>9</sup> Haw. Rev. Stat. § 92-7(b).

F. Minutes of Meetings

Boards must keep written minutes of all meetings, including executive and limited meetings, and irrespective of whether the meeting is open to the public. Although a tape recording or transcript of a meeting is not required, the minutes must be sufficiently complete to give a true and accurate record of the matters discussed at the meeting and the views of all participants. The minutes must include the date, time, and place of a meeting, the members present at or absent from a meeting, and the substance of all matters proposed, discussed, or decided, and a record, by individual member, of any votes taken at the

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<sup>9</sup>Reasons for changing an agenda should be recorded in the minutes.



meeting. They must also include any other information that any member of the board requests be included or reflected in the minutes. Haw. Rev. Stat. § 92-9(a).

Minutes must be available for public inspection no more than thirty days after the meeting to which they relate was held, unless the disclosure the minutes of an executive meeting would defeat the meeting's lawful purpose. Minutes of an executive meeting may be withheld from inspection for as long as is necessary to respect the confidential purpose for which the executive meeting was held. Haw. Rev. Stat. § 92-9(b).

G. Ensuring Compliance with the Sunshine Law's Requirements

Any final action taken in wilful violation of the notice or open meeting requirement of the Sunshine Law, may be voided if the Attorney General or an interested person institutes a civil action in a state court within ninety days of the alleged violation, and the court concludes that a member or members of a board intentionally violated those provisions of the Sunshine Law. Haw. Rev. Stat. § 92-11.

In addition, any person who wilfully violates any provision of the Sunshine Law can be charged with a misdemeanor by the Attorney General or a prosecutor. A person convicted of a wilful violation of the Sunshine Law may be fined up to \$1,000 and imprisoned for up to one year. A board member may also be summarily removed from a board. Haw. Rev. Stat. § 92-13.

Similarly, persons may file suit to require a board to comply, or to prevent violations, or determine the applicability of the Sunshine Law to discussions or decisions of a board. If the person prevails, the person is entitled to receive reasonable attorneys' fees and costs. Haw. Rev. Stat. § 92-12.

During the 1998 legislative session, the Sunshine Law and the UIPA were amended to make the Office of Information Practices ("OIP") responsible for administering the Sunshine Law, and overseeing state and county board compliance with all of its requirements. See Act 137, Haw. Sess. Laws (1998). The OIP was directed to establish procedures for receiving and resolving complaints of non-compliance by state and county boards, and to advise all government boards and the public about compliance with Haw. Rev. Stat. ch. 92. The civil and criminal enforcement powers conferred upon the Attorney General and the respective



county prosecutors by Haw. Rev. Stat. §§ 92-12 and 92-13 were not repealed, and we anticipate that OIP will forward complaints it is unable to satisfactorily resolve to the Attorney General or respective county prosecutor for possible judicial action. The Attorney General will also continue advising state boards and their members about the faithful performance of their duties, including compliance with the Sunshine Law, pursuant to Haw. Rev. Stat. § 28-4.

## II. PROCEDURES FOR CONDUCTING STATE BOARD MEETINGS

In the private sector, it is common practice for meetings to be conducted in accordance with Robert's Rules of Order or similar parliamentary procedure handbook. However, meetings of state boards must be conducted in accordance with state laws, including administrative rules of practice and procedure adopted to satisfy the requirements of Haw. Rev. Stat. § 91-2 of HAPA. When these laws or rules impose different requirements than those included in Robert's Rules of Order or other parliamentary procedure handbooks, the procedures prescribed by state statutes or rules must be used.

### A. Quorum Requirements

A quorum is the minimum number of board members that must be present at a meeting before a board can conduct business. Under Haw. Rev. Stat. § 92-15, a quorum consists of "a majority of all the members to which the board or commission is entitled." This general requirement applies unless a different requirement is imposed by a statute enacted to apply to a particular board or boards. Thus, unless a statute specifies otherwise, the quorum for a board consisting of nine members is five. To hold a meeting, at least five of the boards members must be present at the appointed time and place of the meeting. The result is not different if one or more member positions are vacant.

One of the most frequently asked Sunshine-related questions is why, if a quorum is needed for a board to conduct a meeting in the first place, a group of less than a quorum of a board's members discussing board business would be regarded as engaged in a "meeting" (and possibly violating the Sunshine Law's notice and open meeting requirements). Our response has consistently been that the existence of a quorum is not what determines whether a meeting is lawful under the Sunshine Law. The Sunshine Law requires boards to meet only after giving notice to the public and only at a time and place accessible to the public. It



prohibits "chance meetings," i.e., unnoticed encounters between two or more board members where board business is discussed. What is discussed rather than how many members engage in the discussion is determinative of whether a meeting has or has not taken place. A "quorum" is simply the minimum number of members of a board that is needed to transact board business. A board that lacks a quorum cannot conduct board business, but the members who were precluded from conducting board business would still be engaged in a board meeting if they were discussing board business.

B. Voting: Number of Votes Necessary to Take Action

The state law departs from Robert's Rules of Order with respect to the number of votes necessary to carry any motion or to make any action of the board valid. Unless otherwise specified by statute, the concurrence of a majority of all the members to which a board is entitled, is necessary to make any action of the board valid. Thus, in most cases, the minimum number of votes necessary to carry any action is the same as the quorum. In the example of the nine-member board, five votes would be necessary for it to validate an action. If only a quorum--five members--show up, all five must agree for the motion to be adopted.

C. Voting Procedure-Chairperson Votes

Under state law, the chairperson has the same voting rights and responsibilities as any other member of a board, and is authorized to vote, and should vote on every question put to the board.

D. Proxy Voting Not Allowed

Proxy votes are those made for an absent member of a board. In the private sector, a proxy vote is often permissible. Under state law, however, proxy voting is not allowed. A member is either present or absent at a meeting. Members present at a meeting may vote for or against a measure or question, or abstain from voting.

Substitutes for board members are permitted only under Haw. Rev. Stat. § 26-36, which authorizes the Governor to appoint an acting member when a board member is temporarily absent from the State or ill, or state statutes that expressly authorize a member to designate a substitute, e.g., Haw. Rev. Stat. § 87-11 (the State's Director of Finance may designate a substitute to attend meetings of the Public Employees' Health Fund in the director's place).



PROCEDURE TO OBTAIN ATTORNEY GENERAL'S CONCURRENCE AS TO THE  
NECESSITY FOR AN EMERGENCY MEETING DUE TO AN UNANTICIPATED EVENT

During the 1996 Legislature, the Sunshine Law, Hawaii Revised Statutes § 92-8, Emergency meetings, was amended by Act 267, Session Laws of Hawaii 1996, to authorize emergency meetings to address board business prompted by "unanticipated events." In addition to imminent peril to public health, safety, or welfare. Under this second basis for convening an emergency meeting, the Attorney General must concur before the meeting is held, that an unanticipated event necessitates a board meeting with less than six days' notice to the public.

The procedure set forth below should be used to obtain the Attorney General's concurrence and to hold the emergency meeting.

1. Complete the attached Request for the Attorney General's Concurrence for Emergency Meeting form (referred to as "REQUEST").
2. Prepare an agenda for the proposed emergency meeting indicating the time and place of the emergency meeting.
3. Fax or deliver the REQUEST and the agenda for the proposed emergency meeting, to the Attorney General at:

Hale Auhau  
425 Queen Street  
586-1282 (Tel)  
586-1239 (Fax)

4. File, with the Office of the Lieutenant Governor (if a state board) or respective county clerk, copies of the completed REQUEST<sup>1</sup> and agenda.
5. Notify members, and all persons who have submitted requests to receive notices of board meetings, of the time and place of the proposed emergency meeting.
6. Convene the board at the time and place designated in the agenda to determine or revise reasons specified in the REQUEST (item 2 of form) previously sent to the Attorney General.

- (a) If two-thirds of the members entitled to sit on the board or commission do not agree that an

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<sup>1</sup>Because the completed REQUEST describes the unanticipated event and explains how the event raises an issue that requires board action in less than 6 days, filing the completed form with the agenda of the proposed emergency meeting would satisfy the filing requirement of Hawaii Revised Statutes § 92-8(b)(3).



unanticipated event or events necessitates a meeting of the board in less than six days' time, the meeting shall be immediately adjourned.

- (b) If the board, by two-thirds vote of the members to which it is entitled, adopts the reasons specified in the REQUEST previously sent to the Attorney General, without any revision, and the Attorney General concurs that the conditions necessary for an emergency meeting exist, the board may proceed with its emergency meeting.
- (c) If the board, by two-thirds vote of the members to which it is entitled, adopts the reasons specified in the REQUEST previously sent to the Attorney General, without any revision, but the Attorney General is still considering the board's findings, the meeting cannot proceed. The Attorney General should be contacted immediately and asked to concur with or reject the board's findings. When concurrence is secured, the board may proceed with its emergency meeting.
- (d) If, by two-thirds vote of the members to which it is entitled, the board adopts reasons that are different from the ones previously sent to the Attorney General, or the Attorney General does not concur that the conditions necessary for an emergency meeting outlined in the board's previously submitted REQUEST exist, then another REQUEST must be completed and sent to the Attorney General. The second completed REQUEST should indicate that the board has recessed momentarily to await the Attorney General's immediate response, or identify the time and date that the board intends to reconvene if concurrence is provided.

All materials prepared in anticipation of the emergency meeting, including the REQUEST concurred in by the Attorney General, should be preserved as part of the minutes of the emergency meeting. A copy of the REQUEST, concurred in by the Attorney General, must be filed with the Office of the Lieutenant Governor or county clerk, as appropriate, to satisfy the requirement of Hawaii Revised Statutes § 92-8(b)(3).

Requests from boards for the Attorney General's concurrence as to the necessity for an emergency meeting will be given immediate attention. To facilitate expeditious processing of such requests, the boards and commissions should make every effort to secure the Attorney General's concurrence in advance of the time specified for the emergency meeting.



**REQUEST FOR ATTORNEY GENERAL'S  
CONCURRENCE FOR EMERGENCY MEETING**

Date: \_\_\_\_\_

Name of Commission or Board: \_\_\_\_\_

Board Contact Person: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

Date of Proposed Emergency Meeting: \_\_\_\_/\_\_\_\_/\_\_\_\_ Time: \_\_\_\_\_

Place/Location of Proposed Emergency Meeting: \_\_\_\_\_

Name/Tel. No. of Attorney providing legal advice to commission or board: \_\_\_\_\_

Tel. \_\_\_\_\_

Please attach copy of agenda for proposed emergency meeting.  
Attached additional sheets and number appropriately if needed.

1. Describe unanticipated event(s) which prompts this request

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. Reason(s) unanticipated event(s) necessitates board meeting in less than 6 days.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. When did the unanticipated event(s) occur? \_\_\_\_\_

4. When did you find out about the unanticipated event? \_\_\_\_\_

5. What issue/matter needs to be considered? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. How is the issue/matter within the board's supervision, control, jurisdiction, or advisory power?

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(Please attach a copy of any supporting executive order, charter, ordinance, rule, or statute.)

7. What board action is required? \_\_\_\_\_

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8. What may occur if board action is not taken because it is not permitted to meet within the statutory six-day notice period?

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SUBMITTED BY:

\_\_\_\_\_  
Name: \_\_\_\_\_ Title: \_\_\_\_\_

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☐ CONCUR,\* the conditions necessary for an emergency meeting exist.

☐ DO NOT CONCUR

\_\_\_\_\_  
Attorney General

\* This concurrence is based upon the statements provided on this form, and is rescinded if any statement provided on this form is amended by the board in any way.



## Consumer Price Index for Honolulu

CPI-U	Annual	Change	1st Half	Change
1990	138.1	7.30%	135.5	7.20%
1991	148.0	7.17%	146.8	8.34%
1992	155.1	4.80%	153.9	4.84%
1993	160.1	3.22%	158.6	3.05%
1994	164.5	2.75%	163.4	3.03%
1995	168.1	2.19%	166.9	2.14%
1996	170.7	1.55%	170.5	2.16%
1997	171.9	0.70%	172.1	0.94%
1998	171.5	-0.23%	172.0	-0.06%
1999	173.3	1.05%	172.7	0.41%
2000	176.3	1.73%	175.9	1.85%
2001	178.4	1.19%	178.1	1.25%
2002	180.3	1.07%	180.1	1.12%
2003	184.5	2.33%	183.2	1.72%
2004	190.6	3.31%	189.2	3.28%
2005	197.8	3.78%	195.0	3.07%
2006			206.4	5.85%

CPI-W	Annual	Change	1st Half	Change
1990	138.9	7.09%	136.3	6.99%
1991	148.9	7.20%	147.7	8.36%
1992	155.9	4.70%	154.6	4.67%
1993	160.7	3.08%	159.4	3.10%
1994	164.7	2.49%	163.5	2.57%
1995	168.4	2.25%	167.2	2.26%
1996	171.0	1.54%	170.8	2.15%
1997	172.2	0.70%	172.4	0.94%
1998	171.6	-0.35%	172.3	-0.06%
1999	173.4	1.05%	173.0	0.41%
2000	176.4	1.73%	176.0	1.73%
2001	179.1	1.53%	178.6	1.48%
2002	180.6	0.84%	180.4	1.01%
2003	184.3	2.05%	183.4	1.66%
2004	190.2	3.20%	188.8	2.94%
2005	197.2	3.68%	194.6	3.07%
2006			205.6	5.65%

CPI-U CPI for All Urban Consumers  
 CPI-W CPI for Urban Wage Earners Clerical Workers  
 08/15/06

# ESTIMATES OF GENERAL FUND TAX REVENUE: FY 2007 to FY 2013

(in thousands of dollars)

TYPE OF TAX	ACTUAL		ESTIMATED						
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
General Excise & Use 2/ & 5/	\$2,136,603	\$2,355,316	\$2,527,087	\$2,760,790	\$2,858,144	\$3,001,148	\$3,148,922	\$3,272,897	\$3,464,933
Income - Individual 6/ & 7/	1,381,059	1,550,164	1,634,464	1,667,437	1,754,548	1,826,096	1,899,105	2,002,454	2,103,163
Income - Corporation	85,605	130,010	134,363	129,768	132,408	129,594	127,739	129,613	132,126
Public Service Company	108,686	120,679	128,732	140,844	153,018	165,287	177,672	190,234	203,032
Insurance Premiums	83,077	88,068	84,595	78,645	77,493	83,710	86,489	111,333	127,420
Tobacco & Licenses	84,079	86,827	88,878	91,144	93,116	95,584	98,043	100,480	102,988
Liquor & Permits	43,737	45,955	47,323	48,489	49,306	50,415	51,518	52,632	53,758
Banks & Other Fin Corps 3/	36,520	16,324	17,933	19,334	20,803	22,093	23,405	24,752	26,145
Conveyance 4/ & 8/	12,291	20,720	18,518	29,058	30,179	31,437	32,737	34,091	35,517
Miscellaneous *	13,493	4,551	521	523	527	530	533	535	538
Transient Accommodation Tax 1/	12,389	16,378	18,104	17,151	19,693	22,295	24,945	27,701	30,585
NET TOTAL	\$3,997,539	\$4,434,992	\$4,700,518	\$4,983,183	\$5,189,235	\$5,428,189	\$5,671,108	\$5,946,722	\$6,280,205
GROWTH RATE	16.0%	10.9%	6.0%	6.0%	4.1%	4.6%	4.5%	4.9%	5.6%

## Notes:

1/ Deposits of 44.8% of TAT revenues to counties (Act 156, SLH 1998); 32.6% to the tourism special fund and 5.3% to the TAT trust fund (Act 250, SLH 2002); 17.3% to the convention center enterprise fund (Act 253, SLH 2002); all net of general fund deposits of excess of fund ceilings. Act 235, SLH 2005, increases allocation to the tourism special fund to 34.2% and repeals the TAT trust fund. Effective on July 1, 2007. Act 209, SLH 2006, increases ceiling on allocation to the convention center enterprise fund to \$33 million. Effective on July 1, 2006.

2/ Act 100, SLH 2003, provides a nonrefundable attractions & educational facilities tax credit equal to 100% of certain costs incurred after May 31, 2003, & before June 1, 2009, for the development of such facilities at Ko Olina Resort & Marina & the Makaha Resort. Of the maximum \$7.5 million credit per year, the general fund loss is estimated at \$4 million.

3/ Transfers \$16.5 million of the litigated claims fund.

4/ Act 156, SLH 2004, increases conveyance tax rates based on a sliding scale. Deposits of 10% of conveyance tax revenues to the land conservation fund; 30% to the rental housing trust fund; 25% to the natural area reserve fund. Effective on July 1, 2005.

5/ FY 2008 includes \$30 million, estimated spillover from June 30, 2007 falling on a weekend. FY 2012 excludes \$30 million, due to June 30, 2012 falling on a weekend.

6/ Act 113, SLH 2004, changes the due date for withholding tax on wages. Applies to withholding requirements for payroll periods beginning on or after December 31, 2004.

7/ Act 110, SLH 2006, increases standard income tax deduction and expands income tax brackets. Effective on January 1, 2007.

8/ Act 100, SLH 2006, increases allocation to the rental housing trust fund to 50%. It takes effective on July 1, 2006 and will be repealed on June 30, 2007.

\* Includes inheritance and estate tax.

November 2006

PAST, CURRENT, AND FUTURE  
ANNUAL LEGISLATIVE SALARIES

Effective Dates	Representatives and Senators	House Speaker and Senate President
November 1988	\$27,000	\$32,000
January 1993	32,000	37,000
January 1, 2005	34,200	41,700
January 1, 2007	35,900	43,400
January 1, 2009	37,500	45,000
January 1, 2011	39,200	46,700

CURRENT LEGISLATIVE NON-SALARY BENEFITS

Legislators earn no vacation or sick leave and are not eligible for overtime. They receive the same holidays as other State employees.

Medical and other insurance are determined on the same basis as other State employees, as well as personal savings options such as deferred compensation and savings bond deductions.

Contributory retirement for legislators is consistent with that of State judges – 3.5 percent multiplier.

While on official business, all legislators are eligible to receive \$120 per diem for neighbor island travel (this includes neighbor island legislators attending session on Oahu) and \$130 per diem for mainland travel.

All legislators are eligible for downtown parking stalls during the session at the standard State rate. Free parking at all State airports is offered.

All legislators receive a \$7,500 expense account, with very stringent regulations on how the money may be spent.



### CURRENT LEGISLATIVE SALARIES

	01/01/05	01/01/07
MEMBERS OF THE HOUSE AND SENATE	\$34,200	\$35,900
SPEAKER OF THE HOUSE AND PRESIDENT OF THE SENATE	\$41,700	\$43,400

### COMPARISON OF COUNCIL SALARIES FOR COUNTY JURISDICTIONS

	COUNCIL CHAIR	COUNCIL MEMBERS	
HAWAI`I	\$43,574	\$39,240	(12/06/04)
CITY & COUNTY OF HONOLULU	\$52,400	\$46,900	(07/01/06)
MAUI	\$57,500	\$52,500	(07/01/05)
KAUA`I	\$39,500	\$35,100	(12/01/05)



## Legislator Compensation 2005

Updated November 1, 2005

State	Salary	Per Diem (Allowance for Daily Expenses)
Alabama	\$10/day (C)	\$2,280/month plus \$50/day for three days during each week that the legislature actually meets during any session (U).
Alaska	\$24,012/year	\$200/day effective June 1, 2005 until 10/1/05 then \$156/day until 5/1/06 then \$200/day (U) tied to federal rate. Legislators who reside in the Capitol area receive 75% of the federal rate.
Arizona	\$24,000/year	\$35/day for the 1st 120 days of regular session and for special session and \$10/day thereafter. Members residing outside Maricopa County receive an additional \$25/day for the 1st 120 days of reg. session and for special session and an additional \$10/day thereafter (V). Set by statute.
Arkansas	\$14,067/year	\$110.00/day (V) plus mileage tied to federal rate.
California	\$110,880/year	\$138.00 per day for each day they are in session.
Colorado	\$30,000/year	\$45/day for members living in the Denver metro area. \$99/day for members living outside Denver (V). Per diem is determined by the legislature.
Connecticut	\$28,000/year	No per diem is paid.
Delaware	\$39,785/year	No per diem is paid.
District of Columbia	\$92,500/year	No per diem is paid.
Florida	\$29,916/year	\$117/day (V) tied to federal rate. Earned based on the number of days in session. Travel vouchers are filed to substantiate.
Georgia	\$16,524/year	\$128/day (U) set by the legislature.
Guam	N/R	N/R
Hawaii	\$34,200/year (\$35,000/year effective 2006)	\$80/day for members living outside Oahu; \$10/day for members living on Oahu (V) set by the legislature. *NOTE: The per diem for legislators will be adjusted for the 2006 session. The specific amount is to be determined by the Speaker and the President.
Idaho	\$15,646/year	\$99/day for members establishing second residence in Boise; \$38/day if no second residence is established and up to \$25/day travel (V) set by Compensation Commission.
Illinois	\$57,619.00/year	\$102/day (U) tied to federal rate.
Indiana	\$11,600/year	\$134/day (U) tied to federal rate.
Iowa	\$21,380.54/year	\$86/day (U). \$65/day for Polk County legislators (U) set by the legislature. State mileage rates apply.
Kansas	\$82.12/day (C) (\$83.14 effective 12/4/05)	\$91/day (U) tied to federal rate.
Kentucky	\$170.17/day (C)	\$100.10/day (U) tied to federal rate (110% Federal per diem rate).
Louisiana	\$16,800/year	\$113/day (U) tied to federal rate. Additional \$6,000/yr (U)



		expense allowance.
<b>Maine</b>	\$11,384/year for first regular session; \$8,655/year for second regular session. Annual COLAs apply. In addition, legislators receive a constituent service allowance (\$2,000/year for Senators and \$1,500/year for Representatives)	\$38/day housing, or mileage and tolls in lieu of housing (at rate of 0.34/mile up to \$38/day). \$32/day for meals. Per diem limits set by statute.
<b>Maryland</b>	\$40,500/year	Lodging \$96/day; meals \$32/day (V) tied to federal rate and compensation commission. \$225.00/day for out of state travel. Includes meals and lodging.
<b>Massachusetts</b>	\$55,569.39/year	From \$10/day-\$100/day, depending on distance from State House (V) set by the legislature.
<b>Michigan</b>	\$79,650 /year	\$12,000 yearly expense allowance for session and interim (V) set by compensation commission.
<b>Minnesota</b>	\$31,140.90/year	Senators receive \$66/day and Representatives receive \$66/legislative day (U) set by the legislature.
<b>Mississippi</b>	\$10,000/year	\$91/day (U) tied to federal rate.
<b>Missouri</b>	\$31,351/year	\$76.80/day (U) tied to federal rate. Verification of per diem is by roll call. \$76.80/day (U) tied to federal rate. Verification of per diem is by roll call.
<b>Montana</b>	\$76.80/day (L)	\$90.31/day (U).
<b>Nebraska</b>	\$12,000/year	\$91/day outside 50-mile radius from Capitol; \$31/day if member resides within 50 miles of Capitol (V) tied to federal rate.
<b>Nevada</b>	\$130/day maximum of 60 days of session	Federal rate for Capitol area (V). Legislators who live more than 50 miles from the capitol, if require lodging, will be paid Hud single-room rate for Carson City area for each month of session.
<b>New Hampshire</b>	\$200/two-year term	No per diem is paid.
<b>New Jersey</b>	\$49,000/year	No per diem is paid.
<b>New Mexico</b>	None	\$146/day (V) tied to federal rate & the constitution.
<b>New York</b>	\$79,500/year	Varies (V) tied to federal rate.
<b>North Carolina</b>	\$13,951/year	\$104/day (U) set by statute. \$559.00/month expense allowance.
<b>North Dakota</b>	\$125/day during legislative sessions (C)	Lodging reimbursement up to \$900/month (V).
<b>Ohio</b>	\$56,260.62/year	No per diem is paid.
<b>Oklahoma</b>	\$38,400/year	\$116/day (U) tied to federal rate.
<b>Oregon</b>	\$16,284/year	\$91/day (U) tied to federal rate.
<b>Pennsylvania</b>	\$69,647/year	\$128/day (V) tied to federal rate. Can receive actual expenses or per diem.
<b>Puerto Rico</b>	\$60,000/year	\$122/day within 50 Km. of Capitol; \$132/day if outside the 50 Km.
<b>Rhode Island</b>	\$12,646 /year	No per diem is paid.
<b>South Carolina</b>	\$10,400/year	\$95/day for meals and housing, for each statewide session day and cmte meeting (V) tied to federal rate.
<b>South Dakota</b>	\$12,000/two-yr term	\$110/legislative day (U) set by the legislature.
<b>Tennessee</b>	\$16,500/year	\$141/legislative day (U) tied to federal rate.
<b>Texas</b>	\$7,200/year	\$128/day (U) set by Ethics Commission.
<b>Utah</b>	\$120/day (C)	\$79/day (U) lodging allotment for each calendar day, tied to federal rate, \$39/day meals (U).



<b>Vermont</b>	\$589/week during session \$118 per day for special sessions or interim committee meetings	Federal per diem rate for Montpelier \$69/day for lodging and \$35/day for meals for non-commuters; commuters receive \$35/day for meals plus mileage.
<b>Virgin Islands</b>	\$65,000	\$30/day (U) set by the legislature.
<b>Virginia</b>	\$18,000/year Senate \$17,640/year House	\$130/day (U) tied to federal rate.
<b>Washington</b>	\$34,227/year	\$90/day. Tied to federal rate (80% Olympia area).
<b>West Virginia</b>	\$15,000/year	\$115/day during session (U) set by compensation commission.
<b>Wisconsin</b>	\$45,569/year	\$88/day maximum (U) set by compensation commission (90% of federal rate).
<b>Wyoming</b>	\$150/day (L)	\$85/day (V) set by the legislature, includes travel days for those outside of Cheyenne.

L = Legislative day

C = Calendar day

(V) Vouchered (U) Unvouchered

N/R = No Response

NCSL 2005

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**Denver Office:** Tel: 303-364-7700 | Fax: 303-364-7800 | 7700 East First Place | Denver, CO 80230 | [Map](#)

**Washington Office:** Tel: 202-624-5400 | Fax: 202-737-1069 | 444 North Capitol Street, N.W., Suite 515 | Washington, D.C. 20001

Annual Salary Recommendation for the Governor (Gov)  
Lieutenant Governor (LG), Administrative Director of the State (ADS)  
Department Heads and Deputy Department Heads

Attachment 5  
(amended 2/23/04)

Dept		No. of Ees	Present Salary	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	Gov	1	94,780.00	--	--	112,000.00	114,240.00	116,524.80	118,855.30	121,232.40	123,657.05	126,130.19	128,652.79
	Lt. Gov	1	90,041.00	--	--	100,000.00	102,000.00	104,040.00	106,120.80	108,243.22	110,408.08	112,616.24	114,868.57
	ADS	1	90,041.00	--	--	100,000.00	102,000.00	104,040.00	106,120.80	108,243.22	110,408.08	112,616.24	114,868.57
AG	Dept Head	1	85,302.00	105,000.00	107,100.00	109,242.00	111,426.84	113,655.38	115,928.48	118,247.05	120,612.00	n/a	n/a
	Deputy	1	72,886.00 77,966.00	91,350.00 96,600.00	93,177.00 98,532.00	95,040.54 100,502.64	96,941.35 102,512.69	98,880.18 104,562.95	100,857.78 106,654.21	102,874.94 108,787.29	104,932.44 110,963.04	n/a	n/a
DOH, DOT, DAGS, DCCA, TAX, B&F	Dept Heads	6	85,302.00	100,000.00	102,000.00	104,040.00	106,120.80	108,243.22	110,408.08	112,616.24	114,868.57	n/a	n/a
	Deputies	11	72,886.00 77,966.00	87,000.00 92,000.00	88,740.00 93,840.00	90,514.80 95,716.80	92,325.10 97,631.14	94,171.60 99,583.76	96,055.03 101,575.43	97,976.13 103,606.94	99,935.65 105,679.08	n/a	n/a
DHS, DLIR, DLNR, DBEDT	Dept Heads	4	85,302.00	95,000.00	96,900.00	98,838.00	100,814.76	102,831.06	104,887.68	106,985.43	109,125.14	n/a	n/a
	Deputies	5	72,886.00 77,966.00	82,650.00 87,400.00	84,303.00 89,148.00	85,989.06 90,930.96	87,708.84 92,749.58	89,463.02 94,604.57	91,252.28 96,496.66	93,077.32 98,426.60	94,938.87 100,395.13	n/a	n/a
DHRD, HHL, DOA, PSD	Dept Heads	4	85,302.00	90,000.00	91,800.00	93,636.00	95,508.72	97,418.89	99,367.27	101,354.62	103,381.71	n/a	n/a
	Deputies	6	72,886.00 77,966.00	78,300.00 82,800.00	79,866.00 84,456.00	81,463.32 86,145.12	83,092.59 87,868.02	84,754.44 89,625.38	86,449.53 91,417.89	88,178.52 93,246.25	89,942.09 95,111.17	n/a	n/a

**Footnotes:**

- Abbreviations: Gov = Governor; Lt. Governor = Lieutenant Governor; ADS = Administrative Director of the State (Chief of Staff).  
AG = Attorney General; DOH = Department of Health; DOT = Department of Transportation; DAGS = Department of Accounting and General Services; DCCA = Department of Commerce and Consumer Affairs; TAX = Department of Taxation; B&F = Department of Budget and Finance; DHS = Department of Human Services; DLIR = Department of Labor and Industrial Relations; DLNR = Department of Land and Natural Resources; DBEDT = Department of Business and Economic Development and Tourism; DHRD = Department of Human Resources Development; HHL = Department of Hawaiian Home Lands; DOA = Department of Agriculture; PSD = Department of Public Safety
- After initial recommended salaries (effective July 1, 2004, for Department Heads and Deputies; effective 2006, for the Governor, Lieutenant Governor and Administrative Director of the State), all subsequent figures represent an annual two percent compounded adjustment made annually for all these salaries/salary ranges for their respective time periods.
- After reviewing the salary of the Deputy to the Superintendent of Education, the Commission decided to recommend deferring to the Board of Education on this matter.

**COMPARISON OF EXECUTIVE PAY RATES FOR STATE, COUNTIES, AND JUDICIARY**

	<u>STATE</u>	<u>JUDICIARY</u>	<u>C&amp;C HONOLULU</u>	<u>HAWAII</u>	<u>MAUI</u>	<u>KAUAI</u>
Average job count for 2005 <sup>4</sup>	<b>23,800</b> Incl Judiciary and Legislative branches, excludes DOE and UH	<b>2,000<sup>2</sup></b>	<b>11,450</b>	<b>2,350</b>	<b>2,300</b>	<b>1,150</b>
EFFECTIVE DATES EXCEPT AS NOTED:		7/1/06	7/1/06	Rates on the anniversary dates of executives	1/1/06	7/1/04
<b><u>POSITION</u></b>						
GOVERNOR	<b>112,000</b>					
LT. GOVERNOR	<b>100,000</b>					
CHIEF JUSTICE		<b>144,900</b>				
ASSOCIATE JUSTICE		<b>139,725</b>				
ICA CHIEF JUDGE		<b>134,550</b>				
ASSOCIATE JUDGE		<b>129,375</b>				
CIRCUIT COURT JUDGE		<b>125,856</b>				
DISTRICT/FAMILY COURT JUDGE		<b>118,611</b>				
ADMINSTRATIVE DIRECTOR OF THE COURTS		<b>108,675</b>				
DEPUTY ADMINISTRATIVE DIRECTOR OF THE COURTS		<b>103,500</b>				
MAYOR			<b>122,000</b>	<b>99,998</b>	<b>107,500</b>	<b>80,000</b>
MANAGING DIRECTOR, ADMINISTRATIVE ASSISTANT			<b>115,500</b>	<b>95,236</b>	<b>101,000</b>	<b>77,000</b>
DEPUTY MANAGING DIRECTOR			<b>109,470</b>	<b>89,803</b>		Admin Assistant
ATTORNEY GENERAL/ PROSECUTING ATTORNE	7/1/06 <b>102,24</b>		<b>107,850</b>	<b>95,236</b>	<b>93,000</b>	<b>75,000</b>
1ST DEPUTY AG/P.A.			<b>102,350</b>	<b>90,701</b>	<b>88,350</b>	<b>63,480 - 69,000</b>
DEPUTIES AG, Pros Atty & Corp Counsel	<b>95,041 - 100,503</b>		<b>39,417 - 109,430</b>	<b>45,351 - 85,704</b>	<b>47,664 - 85,440</b> (10/1/05) <b>49,332 - 88,632</b> (10/1/06)	<b>60,720 - 66,000</b>



	STATE	JUDICIARY	C&C HONOLULU	HAWAII	MAUI	KAUAI
DEPT. HEADS						
				1/1/06 <sup>3</sup>		
			140,000 <sup>3</sup> WATER	109,212 <sup>3</sup> WATER	PUBLIC SAFETY 107,200 POLICE 94,000 FIRE 93,000 PROS ATTY	75,000 CORP COUNSEL, PLANNING FINANCE, PUBLIC WKS, FIRE, POLICE, WATER, COUNTY CLK
			119,000 POLICE, FIRE	92,497 POLICE, FIRE	87,400 LIQUOR	
	104,040 1st - HEALTH, TRANS, DAGS, COMMERCE, TAX, 98,838 2nd - HUMAN SVCS, LABOR, DLNR, DBED 93,636 3rd - DHRD, DHHL, AGRI, PUBLIC SAFETY	107,850 ALL OTHERS		TIER 3 90,701 CORP COUNSEL, CIVIL SVC, PLANNING, FINANCE, HSING, PUBLIC WKS, ENVIRON MGT	INFRASTRUCTURE 99,000 PUBLIC WKS 92,500 WATER 92,000 PARKS 91,500 PLANNING 88,000 TRANS	72,000 PERSONNEL, COMMUNITY ASST, ECONOMIC DEV, LIQUOR
				TIER 4 86,382 DATA SYS, LIQUOR, PARKS, RESEARCH & DEV, 85,527 - COUNTY CLERK	ADMINISTRATION 93,500 FINANCE 93,000 CORP COUNSEL 90,000 PERSONNEL 89,500 HOUSING	
DEPUTIES						
	90,515 - 95,719 1st	TBD <sup>3</sup> WATER		101,940 <sup>3</sup> WATER	PUBLIC SAFETY	63,480 - 69,000 CORP COUNSEL, PLANNING, FINANCE, PUBLIC WORKS,
	85,989 - 90,931 2nd	113,500 POLICE, FIRE		88,093 POLICE	101,840 POLICE 89,000 FIRE 88,350 PROS ATTY 83,000 LIQUOR	FIRE, POLICE, WATER, COUNTY CLERK
	81,463 - 86,145 3rd	102,350 ALL OTHERS		TIER 3 86,382 85,527 - PUBLIC WKS, PLANNING CIVIL SERVICE	INFRASTRUCTURE 94,050 PUBLIC WKS 87,500 WATER 87,000 PARKS 86,500 PLANNING 83,500 TRANS	
				TIER 4 82,269 81,454 - RESEARCH & DEV DEP COUNTY CLERK	ADMINISTRATION 88,500 FINANCE 88,350 CORP COUNSEL 85,500 PERSONNEL 85,025 HOUSING	
	1/1/07					
SPEAKER/PRESIDENT	43,400					
MEMBERS HOUSE/SENATE	35,900					
CHAIRPERSON		52,400		12/4/06	7/1/05	12/1/05
COUNCIL MEMBERS		46,900		44,482 40,058	57,500 52,500	39,500 35,100

<sup>1</sup>Source: Department of Labor and Industrial Relations, Job Count by Industry (CES).

<sup>2</sup>Judiciary website, Hawaii Courts at a Glance

Page 71 of 508  
 Board Asset by Board of Water Supply (Note: City's Deputy positions is currently vacant.)

Source: State Dept of Budget  
and Finance website-  
The Operating and  
Capital Budget-Statewide  
Summaries

**FB 07-09 Operating Budget**  
**Statewide Totals By Department - All Funds**

	Allocation FY 2007	% of Total	FY 2008	% of Total	FY 2009	% of Total
	797.50		827.00		827.00	
Accounting & General Svcs	140,171,890	1.4%	145,160,635	1.4%	145,750,869	1.4%
	346.50		353.00		353.00	
Agriculture	37,628,988	0.4%	41,075,787	0.4%	38,074,036	0.4%
	566.50		625.00		630.00	
Attorney General	72,525,423	0.7%	77,818,400	0.8%	77,660,940	0.7%
	179.00		184.00		184.00	
Business, Econ. Dev. & Tourism	210,493,212	2.1%	251,046,501	2.4%	253,752,132	2.4%
	290.00		306.00		313.00	
Budget and Finance	1,541,610,755	15.7%	1,560,083,371	15.2%	1,620,421,144	15.4%
	344.00		397.00		397.00	
Commerce & Consumer Affairs	44,393,978	0.5%	44,933,272	0.4%	44,881,172	0.4%
	195.50		221.50		221.50	
Defense	89,168,231	0.9%	92,972,257	0.9%	93,041,239	0.9%
	19,954.60		19,871.10		19,883.10	
Education	2,263,700,882	23.1%	2,313,116,043	22.5%	2,344,776,216	22.3%
Charter Schools	47,107,520	0.5%	51,635,990	0.5%	51,635,990	0.5%
	555.55		555.55		555.55	
Public Libraries	31,967,670	0.3%	34,841,064	0.3%	35,164,137	0.3%
	37.00		37.00		37.00	
Governor	3,974,947	0.0%	3,894,690	0.0%	3,894,690	0.0%
	195.00		195.00		195.00	
Hawaiian Home Lands	14,612,306	0.1%	32,318,456	0.3%	26,777,485	0.3%
	3,118.50		3,229.50		3,229.50	
Health	889,080,386	9.1%	979,429,096	9.5%	985,353,922	9.4%
	2,836.25		2,836.25		2,836.25	
HHSC	381,309,599	3.9%	433,165,232	4.2%	456,981,961	4.4%
	112.00		112.00		112.00	
Human Resources Development	22,170,114	0.2%	22,433,749	0.2%	22,431,151	0.2%
	2,327.00		2,498.50		2,498.50	
Human Services	1,779,062,078	18.1%	1,844,495,187	17.9%	1,889,646,662	18.0%
	699.24		708.24		708.24	
Labor and Industrial Relations	301,514,098	3.1%	299,389,287	2.9%	299,313,932	2.9%
	718.50		784.50		819.50	
Land and Natural Resources	94,374,261	1.0%	102,064,316	1.0%	103,131,255	1.0%
	8.00		8.00		8.00	
Lieutenant Governor	1,254,852	0.0%	1,261,092	0.0%	1,261,138	0.0%
	2,590.20		2,671.20		2,671.20	
Public Safety	224,417,320	2.3%	244,486,369	2.4%	241,685,506	2.3%
Subsidies	1,230,000	0.0%		0.0%		0.0%
	372.50		402.50		402.50	
Taxation	23,337,968	0.2%	25,876,865	0.3%	25,586,095	0.2%
	2,114.00		2,148.00		2,149.00	
Transportation	623,820,968	6.4%	632,378,585	6.2%	611,444,046	5.8%
	6,669.25		6,912.25		7,025.75	
University of Hawaii	974,796,794	9.9%	1,047,941,566	10.2%	1,125,823,776	10.7%
	45,026.59		45,883.09		46,056.59	
<b>TOTAL REQUIREMENTS</b>	<b>9,813,724,240</b>	<b>100.0%</b>	<b>10,281,817,810</b>	<b>100.0%</b>	<b>10,498,489,494</b>	<b>100.0%</b>

Note: Figure above each departmental allocation represents the number of positions in the department.

## Supervising Deputy Attorney General

As of 12/21/06

Descr	Monthly Salary	Annual Salary
Supvg Deputy Attorney General	8417	101,004
Supvg Deputy Attorney General	8417	101,004
Supvg Deputy Attorney General	8417	101,004
Supvg Deputy Attorney General	8417	101,004
Supvg Deputy Attorney General	8084	97,008
Supvg Deputy Attorney General	8084	97,008
Supvg Deputy Attorney General	8084	97,008
Supvg Deputy Attorney General	7834	94,008
Supvg Deputy Attorney General	7834	94,008
Supvg Deputy Attorney General	7834	94,008
Supvg Deputy Attorney General	7834	94,008
Supvg Deputy Attorney General	7834	94,008
Supvg Deputy Attorney General	7834	94,008
Supvg Deputy Attorney General	7834	94,008
Supvg Deputy Attorney General	7417	89,004
Supvg Deputy Attorney General	6834	82,008



## EM 5 and above

As of 11/30/06

A-13

Descr	Comment	Grade	Comp Rate	SD	TD	Monthly Total Comp	Annual Total Comp	Dept
Plant Industry Administrator		EM08	8,758			8,758	105,096	AGR
Veterinary Prgm Admr (DVM)		EM08	7,455			7,455	89,460	AGR
Quality Assurance Admr		EM08	5,919			5,919	71,028	AGR
Veterinary Prgm Mgr II (DVM)		EM07	7,679			7,679	92,148	AGR
Agricultural Marketing Admr		EM07	6,367			6,367	76,404	AGR
Engineering Program Mgr		EM07	6,260	1,340		7,600	91,200	AGR
Agricultural Loan Admr		EM07	5,803			5,803	69,636	AGR
Aquaculture Dev Program Mgr		EM05	7,565			7,565	90,780	AGR
Administrative Svcs Offcr I		EM05	7,253			7,253	87,036	AGR
Veterinary Prgm Mgr I (DVM)		EM05	6,908			6,908	82,896	AGR
Pesticides Program Manager		EM05	6,707			6,707	80,484	AGR
Commodities Program Manager		EM05	6,321			6,321	75,852	AGR
Plant Quarantine Manager		EM05	5,980			5,980	71,760	AGR
Measurement Stds Prgm Mgr		EM05	5,735			5,735	68,820	AGR
Veterinary Prgm Mgr I (DVM)		EM05	5,678			5,678	68,136	AGR
Agricultural Pest Control Mgr		EM05	5,630			5,630	67,560	AGR
Business Development Prgm Mgr	Vacant,Position	EM05						AGR
Accounting System Manager		EM05	7,565			7,565	90,780	AGS
Administrative Svcs Offcr I		EM05	7,565			7,565	90,780	AGS
Data Procsg Systs Mgr		EM05	7,565			7,565	90,780	AGS
Departmental Pers Officer III		EM05	7,565			7,565	90,780	AGS
Data Procsg Systs Mgr		EM05	7,474	88		7,562	90,744	AGS
Data Procsg Systs Mgr		EM05	7,516			7,516	90,192	AGS
Data Procsg Systs Mgr		EM05	7,265	217		7,482	89,784	AGS
Data Procsg Systs Mgr		EM05	6,962	501		7,463	89,556	AGS
Data Procsg Systs Mgr		EM05	6,742	533		7,275	87,300	AGS
Accounting System Manager		EM05	6,852			6,852	82,224	AGS
Accounting System Manager		EM05	6,850			6,850	82,200	AGS
Central Services Manager		EM05	6,782			6,782	81,384	AGS
Land Surveyor Asst Admr		EM05	6,349	364		6,713	80,556	AGS
Archives Administrator		EM05	5,316			5,316	63,792	AGS
Data Procsg Systs Mgr		EM05	5,115	163		5,278	63,336	AGS
Data Procsg Systs Mgr		EM05	5,115			5,115	61,380	AGS
Asst Admr, Info and Com Svcs		EM06	6,954	199		7,153	85,836	AGS
Business Management Offcr II		EM07	8,341			8,341	100,092	AGS
Public Works Manager		EM07	8,341			8,341	100,092	AGS
Public Works Manager		EM07	8,052	237		8,289	99,468	AGS
Engineering Program Mgr		EM07	8,287			8,287	99,444	AGS
Engineering Program Mgr		EM07	7,613	410		8,023	96,276	AGS
Public Works Manager		EM07	7,497	482		7,979	95,748	AGS
Public Works Manager		EM07	6,973	800		7,773	93,276	AGS

Descr	Comment	Grade	Comp Rate	SD	TD	Monthly Total Comp	Annual Total Comp	Dept
Public Works Manager		EM07	6,722	993		7,715	92,580	AGS
Land Surveyor Admr		EM07	6,730	819		7,549	90,588	AGS
Public Works Manager		EM07	5,972	1,514		7,486	89,832	AGS
Leasing Program Manager		EM07	7,250			7,250	87,000	AGS
Automotive Services Admr		EM07	5,972			5,972	71,664	AGS
State Procurement Asst Admr		EM07	5,746			5,746	68,952	AGS
Accounting System Admr		EM08	8,758			8,758	105,096	AGS
Information & Comn Svcs Admr		EM08	8,758			8,758	105,096	AGS
Public Works Administrator		EM08	8,758			8,758	105,096	AGS
Audit Administrator		EM08	7,660			7,660	91,920	AGS
Central Services Administrator		ES02	9,292			9,292	111,504	AGS
HCJDC Administrator		EM08	8,876			8,876	106,514	ATG
Chief Special Investigator		EM07	6,661			6,661	79,935	ATG
HCJDC Assistant Administrator		EM07	6,240	362		6,602	79,224	ATG
Administrative Svcs Offcr I		EM05	5,115			5,115	61,380	ATG
Data Procsg Syst Mgr	Vacant,Position	EM05					0	ATG
Energy Program Administrator		ES03	9,570			9,570	114,840	BED
Planning Program Admr II		ES02	9,292			9,292	111,504	BED
Business & Industry Dev Admr	Temp Pr	EM08	8,541			8,541	102,492	BED
Economics Research Admr		EM08	8,188			8,188	98,256	BED
Business & Industry Dev Admr	LOA to Exempt Pos	EM08	6,922			6,922	83,064	BED
Foreign Trade Zone Admr	Temp Pr	EM08	6,762			6,762	81,144	BED
Foreign Trade Zone Admr	LOA to Exempt Pos	EM08	5,692			5,692	68,304	BED
Business & Industry Dev Admr	Vacant,Position	EM08					0	BED
Planning Program Admr I		EM07	8,341			8,341	100,092	BED
Planning Program Manager		EM05	7,565			7,565	90,780	BED
Energy Conservation Prgm Mgr		EM05	7,565			7,565	90,780	BED
Economics Research Program Mgr		EM05	7,565			7,565	90,780	BED
Planning Program Manager		EM05	7,565			7,565	90,780	BED
Tourism Program Officer		EM05	7,565			7,565	90,780	BED
Planning Program Manager		EM05	7,407			7,407	88,884	BED
Business Development Prgm Mgr		EM05	7,309		958	8,267	99,204	BED
Business Development Prgm Mgr		EM05	7,088			7,088	85,056	BED
Research & Statistics Offcr		EM05	6,656			6,656	79,872	BED
Ocean Resources Dev Manager		EM05	6,609			6,609	79,308	BED
Business Development Prgm Mgr		EM05	6,577			6,577	78,924	BED
Research & Statistics Offcr		EM05	6,469			6,469	77,628	BED
Business Development Prgm Mgr		EM05	6,193			6,193	74,316	BED
Film Industry Dev Manager		EM05	5,988			5,988	71,856	BED
Administrative Svcs Offcr I		EM05	5,387			5,387	64,644	BED

Descr	Comment	Grade	Comp Rate	SD	TD	Monthly Total Comp	Annual Total Comp	Dept
Prgm & Budget Analysis Admr		ES03	8,582			8,582	102,984	BUF
Funds Management Administrator		EM08	8,291			8,291	99,492	BUF
Prgm & Budget Analysis Mgr II		EM07	8,341			8,341	100,092	BUF
Prgm & Budget Analysis Mgr II		EM07	8,341			8,341	100,092	BUF
Prgm & Budget Analysis Mgr II		EM07	8,278			8,278	99,336	BUF
Prgm & Budget Analysis Mgr II		EM07	8,002			8,002	96,024	BUF
Administrative Svcs Offcr II		EM07	7,810			7,810	93,720	BUF
Assistant Retirement Sys Admr		EM07	7,445			7,445	89,340	BUF
Retirement Sys Accounting Mgr		EM05	7,565			7,565	90,780	BUF
Public Debt Manager		EM05	7,565			7,565	90,780	BUF
Prgm & Budget Analysis Mgr I		EM05	7,565			7,565	90,780	BUF
Prgm & Budget Analysis Mgr II		EM05	7,565			7,565	90,780	BUF
Retirement System Benefits Mgr		EM05	6,754			6,754	81,048	BUF
Data Procsg Sys Mgr		EM05	5,956	553		6,509	78,108	BUF
Funds Custody Manager		EM05	5,366			5,366	64,392	BUF
Deputy Commr of Fin Insts		EM08	8,498			8,498	101,976	CCA
Public Utilities/Transp Offcr		EM07	8,341			8,341	100,092	CCA
Licensing Administrator		EM07	8,164			8,164	97,968	CCA
Chief Deputy Ins Commissioner		EM07	7,276			7,276	87,312	CCA
Financial Inst Exam Manager		EM07	6,534			6,534	78,408	CCA
Insurance Rate & Pol Anal Mgr		EM05	7,565			7,565	90,780	CCA
Business Management Offcr I		EM05	5,115			5,115	61,380	CCA
Administrative Svcs Offcr I		EM05	7,541			7,541	90,492	EDN
Managing Librarian II		EM05	6,678			6,678	80,136	EDN
Managing Librarian II		EM05	6,670		744	7,414	88,968	EDN
Homestead Services Admr		EM07	7,043			7,043	84,516	HHL
Planning & Development Coord	Vacant,Position	EM07					0	HHL
Planning & Development Coord	Vacant,Position	EM07					0	HHL
Planning Program Manager		EM05	7,565			7,565	90,780	HHL
Administrative Svcs Offcr I		EM05	7,425			7,425	89,100	HHL
Master-Planned Comy Dev Mgr		EM05	7,183			7,183	86,196	HHL
Homestead Housing Dev Manager		EM05	7,147			7,147	85,764	HHL
Homestead Dist Operations Mgr		EM05	6,931			6,931	83,172	HHL
Fiscal Management Officer		EM05	6,503			6,503	78,036	HHL
Public Welfare Admr		EM08	8,758			8,758	105,096	HMS
Public Welfare Admr		EM08	8,595			8,595	103,140	HMS
Med-Quest Administrator		EM08	8,199			8,199	98,388	HMS
Business Management Offcr II		EM07	8,341			8,341	100,092	HMS
Social Services Manager II		EM07	7,764			7,764	93,168	HMS



Descr	Comment	Grade	Comp Rate	SD	TD	Monthly Total Comp	Annual Total Comp	Dept
Public Welfare Asst Admr		EM07	7,675			7,675	92,100	HMS
Departmental Pers Officer IV		EM07	6,844			6,844	82,128	HMS
Corrections Manager IV		EM07	5,750			5,750	69,000	HMS
Vocational Rehab Admr		EM07	5,638			5,638	67,656	HMS
Social Services Manager II	Vacant,Position	EM07					0	HMS
Med-Quest Assistant Admr	Vacant,Position	EM07					0	HMS
State Housing Development Admr	Vacant,Position	EM07					0	HMS
Asst Admr, Info and Com Svcs		EM06	7,012	553		7,565	90,780	HMS
Fiscal Management Officer		EM05	7,565			7,565	90,780	HMS
Vocational Rehab Asst Admr		EM05	7,565			7,565	90,780	HMS
Self-Suff/Supp Svcs Mgr		EM05	7,565			7,565	90,780	HMS
Prgm & Budget Analysis Mgr I		EM05	7,516			7,516	90,192	HMS
Pub Welf Adm Appls Prgm Offcr		EM05	7,402			7,402	88,824	HMS
Medical Assistance Prgm Offcr		EM05	6,446			6,446	77,352	HMS
Social Services Manager I		EM05	5,366			5,366	64,392	HMS
Social Services Manager I		EM05	5,319			5,319	63,828	HMS
Administrative Svcs Offcr I	Vacant,Position	EM05					0	HMS
Personnel Program Admr		EM08	8,758			8,758	105,096	HRD
Personnel Program Admr		EM08	8,574			8,574	102,888	HRD
Personnel Program Admr		EM08	8,076			8,076	96,912	HRD
Personnel Program Admr		EM08	7,920			7,920	95,040	HRD
Personnel Program Manager		EM05	7,565			7,565	90,780	HRD
Personnel Program Manager		EM05	7,418			7,418	89,016	HRD
Personnel Program Manager		EM05	7,204			7,204	86,448	HRD
Personnel Program Manager		EM05	6,558			6,558	78,696	HRD
Administrative Svcs Offcr I		EM05	6,396			6,396	76,752	HRD
Personnel Program Manager		EM05	6,302			6,302	75,624	HRD
Personnel Program Manager		EM05	6,232			6,232	74,784	HRD
Data Procsg Svcs Mgr		EM05	6,104	650		6,754	81,048	HRD
Personnel Program Manager		EM05	5,780			5,780	69,360	HRD
Personnel Program Manager		EM05	5,115			5,115	61,380	HRD
District Health Officer (M.D.)		ES03	9,570			9,570	114,840	HTH
Public Hlth Prgms Admr (MD/DO)		ES03	8,467	2,218		10,685	128,220	HTH
District Health Officer (M.D.)		ES03	7,464	2,532		9,996	119,952	HTH
Public Hlth Prgms Admr (MD/DO)		ES03	6,470	2,215		8,685	104,220	HTH
Crippled Chldrn's Prgm Mgr, MD		ES02	9,246	817		10,063	120,756	HTH
EMS Prgm Mgr (M.D./D.O.)		ES02	6,281	2,231		8,512	102,144	HTH
TB Control Prgm Mgr (M.D.)	Vacant,Position	ES02					0	HTH
Engineering Program Admr		EM08	8,758			8,758	105,096	HTH
Devlpmtl Disabilities Admr		EM08	8,758			8,758	105,096	HTH
Environmental Hlth Prgm Admr		EM08	8,758			8,758	105,096	HTH
Public Health Administrator		EM08	8,758			8,758	105,096	HTH

Descr	Comment	Grade	Comp Rate	SD	TD	Monthly Total Comp	Annual Total Comp	Dept
Dental Health Administrator		EM08	8,543	137		8,680	104,160	HTH
Business Management Offcr III		EM08	8,132			8,132	97,584	HTH
Public Health Administrator		EM08	7,063			7,063	84,756	HTH
District Health Officer (M.D.)	Vacant,Position	EM08					0	HTH
District Health Officer II	Vacant,Position	EM08					0	HTH
Public Health Administrator	Vacant,Position	EM08					0	HTH
District Health Officer II	Vacant,Position	EM08					0	HTH
Engineering Program Mgr		EM07	8,341			8,341	100,092	HTH
Engineering Program Mgr		EM07	8,341			8,341	100,092	HTH
Engineering Program Mgr		EM07	8,341			8,341	100,092	HTH
State Laboratories Admr		EM07	8,341			8,341	100,092	HTH
Engineering Program Mgr		EM07	7,571	482		8,053	96,636	HTH
Engineering Program Mgr		EM07	7,530	368		7,898	94,776	HTH
Departmental Pers Officer IV		EM07	7,107			7,107	85,284	HTH
Alcohol And Drug Abuse Admr		EM07	6,660			6,660	79,920	HTH
District Health Officer I	Vacant,Position	EM07					0	HTH
Nursing Service Manager III		EM06	8,395			8,395	100,740	HTH
Dental Health Program Manager		EM06	6,323	830		7,153	85,836	HTH
Data Procsg Sysys Mgr		EM05	7,565			7,565	90,780	HTH
Public Health Program Manager		EM05	7,565			7,565	90,780	HTH
Public Health Program Manager		EM05	7,565			7,565	90,780	HTH
Public Health Program Manager		EM05	7,565			7,565	90,780	HTH
Public Health Program Manager		EM05	7,392			7,392	88,704	HTH
Research & Statistics Offcr		EM05	7,185			7,185	86,220	HTH
Public Hlth Chemical Lab Mgr		EM05	6,746			6,746	80,952	HTH
Environmental Health Prgm Mgr		EM05	6,565			6,565	78,780	HTH
Public Hlth Micro Lab Mgr		EM05	6,512			6,512	78,144	HTH
Environmental Health Prgm Mgr		EM05	6,321			6,321	75,852	HTH
Environmental Mgmt Prgm Mgr		EM05	6,020			6,020	72,240	HTH
Public Health Program Manager		EM05	5,853			5,853	70,236	HTH
Environmental Health Prgm Mgr		EM05	5,851			5,851	70,212	HTH
Comprehensive Hlth Plng Offcr		EM05	5,849			5,849	70,188	HTH
Public Health Program Manager		EM05	5,647			5,647	67,764	HTH
Public Health Program Manager		EM05	5,632			5,632	67,584	HTH
Public Health Program Manager		EM05	5,578	408		5,986	71,832	HTH
Environmental Health Prgm Mgr		EM05	5,266			5,266	63,192	HTH
Public Health Program Manager		EM05	5,115			5,115	61,381	HTH
Public Health Program Manager	Vacant,Position	EM05					0	HTH
Public Health Program Manager	Vacant,Position	EM05					0	HTH
Public Health Program Manager	Vacant,Position	EM05					0	HTH
Public Health Program Manager	Vacant,Position	EM05					0	HTH
Comprehensive Hlth Plng Offcr	Vacant,Position	EM05					0	HTH
Workforce Development Admr		EM08	8,758			8,758	105,096	LBR
Disability Compensation Admr		EM08	8,758			8,758	105,096	LBR

Descr	Comment	Grade	Comp Rate	SD	TD	Monthly Total Comp	Annual Total Comp	Dept
OSH Administrator		EM08	8,588			8,588	103,056	LBR
Unemployment Insurance Admr		EM08	8,102			8,102	97,224	LBR
Labor Law Enforcement Admr		EM08	6,033			6,033	72,396	LBR
Business Management Offcr II		EM07	7,114			7,114	85,368	LBR
Labor Programs Field Manager		EM05	7,565			7,565	90,780	LBR
Research & Statistics Offcr		EM05	7,565			7,565	90,780	LBR
Unempl Ins Prgm Dev Offcr		EM05	7,565			7,565	90,780	LBR
Workforce Dev Prgm Offcr		EM05	7,565			7,565	90,780	LBR
Workforce Development Manager		EM05	7,506			7,506	90,072	LBR
Employment Securty Appls Offcr		EM05	7,491			7,491	89,892	LBR
Labor Programs Field Manager		EM05	6,985			6,985	83,820	LBR
Unemployment Insurance Mgr		EM05	6,558			6,558	78,696	LBR
Labor Programs Field Manager		EM05	5,700			5,700	68,400	LBR
Departmental Pers Officer III	Vacant,Position	EM05					0	LBR
Engineering Program Admr		EM08	8,249	492		8,741	104,892	LNR
State Parks Administrator		EM08	8,142			8,142	97,704	LNR
State Lands Administrator		EM08	6,963			6,963	83,556	LNR
Forestry & Wildlife Admr		EM08	6,329			6,329	75,948	LNR
Aquatic Resources Program Admr		EM07	7,920			7,920	95,040	LNR
Engineering Program Mgr		EM07	7,530	368		7,898	94,776	LNR
Conservation & Rescs Enfc Admr		EM07	7,239			7,239	86,868	LNR
State Parks Assistant Admr		EM07	6,404			6,404	76,848	LNR
State Lands Asst Admr		EM07	6,093			6,093	73,116	LNR
Planning Program Admr I		EM07	5,916			5,916	70,992	LNR
Boating & Ocean Recr Admr		EM07	5,638			5,638	67,656	LNR
Engineering Program Mgr	Vacant,Position	EM07					0	LNR
Forestry & Wildlife Manager		EM05	7,565			7,565	90,780	LNR
Registrar of Conveyances		EM05	7,142			7,142	85,704	LNR
Forestry & Wildlife Manager		EM05	6,897			6,897	82,764	LNR
Forestry & Wildlife Manager		EM05	6,614			6,614	79,368	LNR
Consvtn & Rescs Enfc Asst Admr		EM05	6,459			6,459	77,508	LNR
Fiscal Management Officer		EM05	6,272			6,272	75,264	LNR
Forestry & Wildlife Manager		EM05	6,149			6,149	73,788	LNR
Parks Program Manager		EM05	5,818			5,818	69,816	LNR
Aquatic Resources Program Mgr		EM05	5,598			5,598	67,176	LNR
Departmental Pers Officer III		EM05	5,579			5,579	66,948	LNR
Aquatic Resources Program Mgr	Vacant,Position	EM05					0	LNR
Corrections Program Admr		EM08	8,758			8,758	105,096	PSD
Corrections Program Admr		EM08	5,919			5,919	71,032	PSD
Corrections Manager IV		EM07	8,287			8,287	99,450	PSD
Departmental Pers Officer IV		EM07	7,978			7,978	95,742	PSD



Descr	Comment	Grade	Comp Rate	SD	TD	Monthly Total Comp	Annual Total Comp	Dept
Administrative Svcs Offcr II		EM07	6,494			6,494	77,923	PSD
Corrections Manager IV	Vacant,Position	EM07					0	PSD
Corrections Manager III		EM05	7,364			7,364	88,373	PSD
Chief Investigator		EM05	7,175			7,175	86,098	PSD
Corrections Manager III		EM05	7,096			7,096	85,149	PSD
Departmental Pers Officer III		EM05	6,964			6,964	83,568	PSD
Corrections Manager III		EM05	6,812			6,812	81,743	PSD
Corrections Manager III		EM05	6,684			6,684	80,213	PSD
Corrections Education Manager		EM05	6,453			6,453	77,434	PSD
Inspections & Invstgs Offcr		EM05	6,429			6,429	77,154	PSD
Substance Abuse Program Mgr		EM05	6,347			6,347	76,166	PSD
Food Services Manager		EM05	6,191			6,191	74,287	PSD
Paroles & Pardons Admr		EM05	5,844			5,844	70,122	PSD
Public Safety Training Officer		EM05	5,589			5,589	67,063	PSD
Corrections Manager III	Vacant,Position	EM05					0	PSD
Corrections Manager III	Vacant,Position	EM05					0	PSD
Public Safety Training Officer	Vacant,Position	EM05					0	PSD
Taxation Compliance Admr		EM08	8,403			8,403	100,836	TAX
Tax Research & Planning Offcr		EM07	8,270			8,270	99,240	TAX
Taxation Services Admr		EM07	8,187			8,187	98,244	TAX
Administrative Svcs Offcr I		EM05	6,646			6,646	79,752	TAX
District Tax Manager		EM05	6,512			6,512	78,144	TAX
Data Procsg Sysys Mgr		EM05	6,097	553		6,650	79,800	TAX
Tax Collector		EM05	5,851			5,851	70,212	TAX
District Tax Manager		EM05	5,213			5,213	62,556	TAX
Tax Assessor II (Field Audit)	Vacant,Position	EM05					0	TAX
District Tax Manager	Vacant,Position	EM05					0	TAX
Harbors Administrator		ES03	9,570			9,570	114,840	TRN
Highways Administrator		ES03	9,570			9,570	114,840	TRN
Airports Administrator		EM08	8,673			8,673	104,076	TRN
Departmental Pers Officer IV		EM07	8,341			8,341	100,093	TRN
Engineering Program Mgr		EM07	8,341			8,341	100,092	TRN
Engineering Program Mgr		EM07	8,341			8,341	100,092	TRN
Engineering Program Mgr		EM07	8,341			8,341	100,092	TRN
Administrative Svcs Offcr II		EM07	8,341			8,341	100,092	TRN
Engineering Program Mgr		EM07	8,287			8,287	99,444	TRN
Engineering Program Mgr		EM07	8,259			8,259	99,108	TRN
Airports District Manager III		EM07	8,259			8,259	99,108	TRN
Engineering Program Mgr		EM07	8,243	95		8,338	100,056	TRN
Administrative Svcs Offcr II		EM07	8,243			8,243	98,916	TRN
Engineering Program Mgr		EM07	8,201	35		8,236	98,832	TRN
Engineering Program Mgr		EM07	8,126	208		8,334	100,008	TRN
Engineering Program Mgr		EM07	8,005	138		8,143	97,716	TRN

Descr	Comment	Grade	Comp Rate	SD	TD	Monthly Total Comp	Annual Total Comp	Dept
Engineering Program Mgr		EM07	7,570	482		8,052	96,624	TRN
Harbor District Mgr III		EM07	7,478			7,478	89,736	TRN
Engineering Program Mgr		EM07	7,240	500		7,740	92,880	TRN
Administrative Svcs Offcr II		EM07	6,968			6,968	83,616	TRN
Right-Of-Way Manager		EM07	6,654			6,654	79,848	TRN
Airports Operations Officer		EM07	6,523			6,523	78,276	TRN
Visitor Info Prgm Offcr		EM07	6,433			6,433	77,196	TRN
Planning Program Admr I	Vacant,Position	EM07					0	TRN
Prgm Evaluation Analysis Mgr	Vacant,Position	EM07					0	TRN
Harbor District Mgr II		EM05	7,151			7,151	85,812	TRN
Civil Rights Coordinator (DOT)		EM05	6,473			6,473	77,676	TRN
Data Procsgg Svcs Mgr		EM05	6,438	206		6,644	79,728	TRN
Airports District Manager II		EM05	5,949			5,949	71,388	TRN
Commercial Harbors Manager		EM05	5,887			5,887	70,644	TRN
Motor Vehicle Safety Admr		EM05	5,646			5,646	67,752	TRN
Airports Constr & Mtnc Supt		EM05	5,217	619		5,836	70,032	TRN
Airports District Manager II		EM05	5,216			5,216	62,592	TRN
Airports District Manager II		EM05	5,216			5,216	62,592	TRN
Business Management Offcr I		EM05	5,213			5,213	62,556	TRN
Harbor District Mgr II		EM05	5,115			5,115	61,380	TRN
Airports District Manager II	Vacant,Position	EM05					0	TRN
Fiscal Management Officer	Vacant,Position	EM05					0	TRN
Airports District Manager II	Vacant,Position	EM05					0	TRN

## GOVERNORS

**Table 4.3**  
**THE GOVERNORS: COMPENSATION, STAFF, TRAVEL AND RESIDENCE**

State or other jurisdiction	Salary	Governor's office staff (a)	Access to state transportation			Travel allowance	Official residence
			Automobile	Airplane	Helicopter		
Alabama .....	\$96,361	43	★	★	★	(b)	★
Alaska .....	125,000	70	★	★	...	(k)	★
Arizona .....	95,000	39	★	★	...	(b)	...
Arkansas .....	77,028	55	★	★	★	★	★
California .....	175,000 (m)	185	★	...	...	(c)	(d)
Colorado .....	90,000	39	★	★	...	(e)	★
Connecticut .....	150,000	30	★	★	★	(e)	★
Delaware .....	132,500	32	★	...	...	...	★
Florida .....	129,060	278	★	★	...	(b)	★
Georgia .....	131,481	87	★	★	★	(e)	★
Hawaii .....	94,780	67	★	★	★	★	★
Idaho .....	98,500	24	★	★	...	★(e)	(o)
Illinois .....	154,100	130	★	★	★	(b)	★
Indiana .....	95,000	34	★	★	★	(b)	★
Iowa .....	130,000	19	★	...	...	(h)	★
Kansas .....	98,331	24	★	★	...	(b)	★
Kentucky .....	130,705	80	★	★	★	(b)	★
Louisiana .....	95,000	123 (l)	★	★	★	(b)	★
Maine .....	70,000	19	★	★	★	(b)	★
Maryland .....	150,000	84	★	★	★	(e)	★
Massachusetts .....	135,000 (j)	78	★	...	★	(b)	...
Michigan .....	177,000	56	★	★	...	(e)	★
Minnesota .....	120,303	45	★	★	★	(e)	★
Mississippi .....	122,160	29	★	★	★	(e)	★
Missouri .....	120,087	38	★	★	...	(c)	★
Montana .....	96,462	18	★	★	★	(b)	★
Nebraska .....	85,000	9	★	★	...	(b)	★
Nevada .....	117,000	(g)	★	★	...	(c)	★
New Hampshire .....	96,060	23	★	...	...	(e)	★(f)
New Jersey .....	157,000	156	★	...	★	\$61,000	★
New Mexico .....	110,000	27	★	★	★	\$79,200 (c)	★
New York .....	179,000	180	★	★	★	(b)	★
North Carolina .....	123,819	76	★	★	★	\$11,500	★
North Dakota .....	88,926	17	★	★	...	(b)	★
Ohio .....	130,291	60	★	★	★	(f)	★
Oklahoma .....	110,299	34	★	★	...	(b)	★
Oregon .....	93,600	29	★	...	...	(c)	★
Pennsylvania .....	161,173	68	★	★	...	(b)	★
Rhode Island .....	105,194	49	★	...	...	N.A.	...
South Carolina .....	106,078	22	★	★	...	(b)	★
South Dakota .....	105,544	23	★	★	...	(b)	★
Tennessee .....	85,000	36	★	★	★	(e)	★
Texas .....	115,345	266	★	★	★	(b)	★
Utah .....	104,100	16.5	★	★	★	\$76,000	★
Vermont .....	138,465	14	★	...	...	★	...
Virginia .....	124,855	45	★	★	★	(b)	★
Washington .....	148,035	36	★	★	...	(c)	★
West Virginia .....	95,000	56	★	★	★	(h)	★
Wisconsin .....	131,768 (n)	39.75	★	★	...	(e)	★
Wyoming .....	105,000	8	★	★	...	(b)	★
American Samoa .....	50,000	23	★	...	...	\$105,000 (c)	★
Guam .....	90,000	42	★	...	...	\$218/day	★
No. Mariana Islands .....	70,000	16	★	...	...	(c)(i)	★
Puerto Rico .....	70,000	370	★	...	...	...	★
U.S. Virgin Islands .....	80,000	86	★	...	...	(h)	★

See footnotes at end of table.



## THE GOVERNORS: COMPENSATION, STAFF, TRAVEL AND RESIDENCE—Continued

Source: The Council of State Governments' survey, January 2006.

Key:

\* — Yes

... — No

N.A. — Not available.

(a) Definitions of "governor's office staff" vary across the states—from general office support to staffing for various operations within the executive office.

(b) Reimbursed for travel expenses. Alabama—reimbursed for travel expenses. Arizona—receives up to \$38/day for meals based on location; receives per diem for lodging out-of-state; default \$28/day for meals and \$50/day lodging in-state. Florida—reimbursed at same rate as other state officials: in-state, choice between \$50 per diem or actual expenses; out-of-state, actual expenses. Indiana—statute allows \$12,000 but due to budget cuts the amount has been reduced to \$9,800 and reimbursed for actual expenses for travel/lodging. Illinois—no set allowance. Iowa—reimbursed for expenses, limit set in annual office budget. Kentucky—mileage at same rate as other state officials. Kansas—reimbursed for actual expenses. Louisiana—reimbursed for actual expenses. Massachusetts—as necessary. Montana—reimbursed for actual and necessary expenses. Nebraska—reimbursed for travel expenses. New York—reimbursed for actual and necessary expenses. North Dakota—reimbursed at state rate. Oklahoma—reimbursed for actual expenses. Pennsylvania—reimbursed for reasonable expenses. Texas—full reimbursement. South Dakota—reimbursed at state rate. Virginia—reimbursed for travel related to the duties of office. Wyoming—\$85/day or actual. U.S. Virgin Islands—reimbursed 100 percent.

(c) Amount includes travel allowance for entire staff. Missouri amount not available. California—\$145,000 in-state; \$36,000 out-of-state. Nevada—these figures include travel expenses for governor and staff, \$22,254 in-state; \$16,596 out-of-state. New Mexico—\$79,200 (in-state \$45,600, out-of-state \$33,600).

(d) In California—provided by Governor's Residence Foundation, a non-profit organization which provides a residence for the governor of California. No rent is charged; maintenance and operational costs are provided by California Department of General Services.

(e) Travel allowance included in office budget.

(f) The current governor does not occupy the official residence.

(g) Nineteen active and 25 authorized staff.

(h) Included in general expense account.

(i) Governor has a "contingency account" that can be used for travel expenses and expenses in other departments or other projects.

(j) Governor Romney waives his salary.

(k) Travel allowance—Alaska—\$42/day per diem plus actual lodging expenses.

(l) Figure does not include 39 part-time employees.

(m) Governor Schwarzenegger waives his salary.

(n) Governor Doyle remits a portion of his salary to the state.

(o) J.R. and Esther Simplot donated their home to the state of Idaho in December 2004 for use as future Governor's residence. Efforts are under way to raise private monies for renovation, with projected completion in August 2006.

## EXECUTIVE BRANCH

**Table 4.11**  
**SELECTED STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES BY REGION**

State or other jurisdiction	Governor	Lieutenant governor	Secretary of state	Attorney general	Treasurer	Adjutant general	Administration	Agriculture	Auditor	Banking
<b>Eastern Region</b>										
Connecticut.....	\$150,000	\$110,000	\$110,000	\$110,000	\$110,000	\$148,816	\$144,200	\$110,000	(mm)	\$121,200
Delaware.....	132,500	73,100	119,700	136,600	106,200	114,300	...	111,700	101,600	104,300
Maine.....	70,000	(s)	N.A.	78,062	71,032	91,208	91,208	87,692	84,302	85,758
Massachusetts.....	135,000 (jj)	120,000 (jj)	120,000	122,500	120,000	132,091	150,000	99,617	120,000	108,105
New Hampshire.....	102,704	(s)	89,128	99,317	89,128	89,128	99,317	84,232	N.A.	89,128
New Jersey.....	175,000	(s)	141,000	141,000	141,000	141,000	...	141,000	132,000	141,000
New York.....	179,000	151,500	120,800	151,500	109,190	120,800	120,800	120,800	151,500	127,000
Pennsylvania.....	161,173	135,383	116,045	134,096	134,096	116,045	136,255	116,045	134,096	116,045
Rhode Island.....	105,194	88,584	88,584	94,121	88,584	85,067	110,321	54,864	137,418	77,867
Vermont.....	138,465	58,760	87,796	105,102	87,796	81,348	125,320	106,246	87,796	93,537
Regional average.....	134,904	73,733	99,305	117,230	105,703	111,980	97,742	103,220	115,171	106,394
<b>Midwestern Region</b>										
Illinois.....	154,100	117,800	135,900	135,900	117,800	100,400	123,600	115,700	115,100	123,600
Indiana.....	95,000	76,000	66,000	79,400	66,000	106,723	96,915	102,004	66,000	93,210
Iowa.....	130,000	103,212	103,212	123,669	103,212	119,357	129,205	103,212	103,212	89,872
Kansas.....	98,331	111,523	76,389	76,389	76,389	91,232	91,350	91,362	96,804	80,185
Michigan.....	177,000	123,900	124,900	124,900	118,616	136,333	129,842	129,842	145,230	112,199
Minnesota.....	120,303	78,197	90,227	114,288	(v)	136,200	108,388	108,388	102,257	82,852
Nebraska.....	85,000	60,000	65,000	75,000	60,000	83,679	111,792	90,124	60,000	87,549
North Dakota.....	88,926	69,035	70,739	77,655	66,805	125,112	...	72,669	70,739	76,968
Ohio.....	130,291	130,020	105,185	105,185	105,185	N.A.	126,006	107,827	105,185	112,320
South Dakota.....	105,544	14,399 (ee)	71,713	89,618	71,713	86,269	90,227	99,874	90,000	(a-26)
Wisconsin.....	131,768	69,579	62,549	127,868	62,549	98,217	131,767	111,094	113,516	96,163
Regional average.....	119,660	86,697	88,347	102,716	86,969	98,502	103,554	102,918	97,095	95,634
<b>Southern Region</b>										
Alabama.....	96,361	48,966	71,500	153,927	71,500	80,916	103,880	71,003	71,500	139,920
Arkansas.....	77,028	37,229	48,182	64,189	48,182	93,223	124,402	80,091	48,182	110,730
Florida.....	129,060	123,688	119,000	127,771	127,771	136,184	124,320	127,771	143,424	(a-4)
Georgia.....	131,481	86,442	116,664	130,020	121,882	136,184	121,882	114,701	129,132	124,950
Kentucky.....	130,705	95,815	95,815	95,815	95,815	130,705	N.A.	95,815	95,815	90,000
Louisiana.....	95,000	85,000	85,000	85,000	85,000	153,795	185,744	85,000	120,000	103,901
Maryland.....	150,000	125,000	87,500	125,000	125,000	94,367 (b)	101,633 (b)	101,633 (b)	...	53,236 (b)
Mississippi.....	122,160	60,000	90,000	108,960	90,000	111,400	108,000	90,000	90,000	127,179
Missouri.....	120,087	77,184	96,455	104,332	96,455	81,672	112,356	97,044	96,455	...
North Carolina.....	123,819	109,279	109,279	109,279	109,279	91,946	106,765	109,279	109,279	109,279
Oklahoma.....	110,299	85,500	90,000	103,109	87,875	132,091	76,100	78,100	N.A.	130,704
South Carolina.....	106,078	46,545	92,007	92,007	92,007	92,007	146,076	92,007	101,794	89,168
Tennessee.....	85,000	49,500 (s)	139,116	129,948	139,116	98,004	139,116	98,004	139,116	98,004
Texas.....	115,345	115,345	117,546	125,000	(a-9)	105,000	N.A.	92,217	180,000	135,951
Virginia.....	124,855	36,321	135,311	110,667	118,644	103,285	135,311	135,311	141,612	136,796
West Virginia.....	95,000	(s)	70,000	85,000	75,000	75,000	75,000	75,000	75,000	60,000
Regional average.....	113,267	73,864	97,711	109,377	98,484	107,236	103,780	96,436	96,332	102,349
<b>Western Region</b>										
Alaska.....	125,000	100,000	(a-1)	124,752	100,476	124,752	124,752	73,404	87,800	100,476
Arizona.....	95,000	(a-2)	70,000	90,000	70,000	103,175	140,000	97,632	120,080	93,000
California.....	175,000	131,250	131,250	148,750	140,000	177,366	...	131,412	131,412	123,255
Colorado.....	90,000	68,500	68,500	80,000	68,500	133,575	134,823	143,823	132,079	103,428
Hawaii.....	94,780	90,041	(a-1)	107,100	(a-6)	181,525	...	91,800	102,000	84,552
Idaho.....	98,500	26,750	82,500	91,500	82,500	120,162	84,552	86,778	...	86,278
Montana.....	96,462	74,173	76,539	85,762	(a-5)	86,870	86,870	86,870	76,579	82,468
Nevada.....	117,000	50,000	80,000	110,000	80,000	106,080	115,770	97,410	...	88,740
New Mexico.....	110,000	85,000	85,000	95,000	85,000	101,000	99,000	131,560	85,000	80,956
Oregon.....	93,600	(a-2)	72,000	77,200	72,000	126,240	126,000	103,884	101,844	N.A.
Utah.....	104,100	81,000	(a-1)	98,895	81,000	88,385	99,012	88,385	83,500	88,385
Washington.....	148,035	77,382	103,736	134,577	103,736	115,000	115,000	115,000	103,736	115,000
Wyoming.....	105,000	(a-2)	92,000	100,776	92,000	103,000	91,764	78,000	92,000	75,684
Regional Average.....	111,729	78,315	87,120	103,409	89,545	120,548	93,657	101,997	85,848	86,325
Regional Average without California.....	106,456	73,904	83,443	99,630	85,340	115,814	101,462	99,546	82,052	83,247
Guam.....	90,000	85,000	...	90,000	58,199	68,152	74,096	60,850	82,025	74,096
No. Mariana Islands.....	70,000	65,000	...	80,000	40,800 (b)	...	54,000	40,800 (b)	80,000	40,800 (b)
U.S. Virgin Islands.....	80,000	75,000	75,000 (a-1)	76,500	76,500	85,000	76,500	76,500	76,500	75,000

Sources: The Council of State Governments' survey of state personnel agencies, January 2005 and January 2006.

Note: The chief administrative officials responsible for each function were determined from information given by the states for the same function as listed in State Administrative Officials Classified by Function, 2005, published by The Council of State Governments.

Key:

N.A. — Not available.

... — No specific chief administrative official or agency in charge of function.

(a) Chief administrative official or agency in charge of function:

(a-1) Lieutenant governor.

(a-2) Secretary of state.



## EXECUTIVE BRANCH

SELECTED OFFICIALS: ANNUAL SALARIES—Continued **PAG 5**

State or other jurisdiction	Budget	Civil rights	Commerce	Community affairs	Comptroller	Consumer affairs	Corrections	Economic development	Education	Election administration
<b>Eastern Region</b>										
Connecticut.....	\$153,787	\$117,420	\$135,457	\$150,000	\$110,000	\$121,199	\$153,281	\$135,457	\$148,525	\$116,868
Delaware.....	138,600	69,000	(a-2)	...	138,532	99,024	138,600	150,700	150,700	75,500
Maine.....	80,267	61,672	(a-11)	N.A.	80,267	75,171	91,208	91,208	91,208	67,330
Massachusetts.....	95,000	127,307	(a-11)	50,000	137,500	108,000	132,667	150,000	181,640	(a-2)
New Hampshire.....	99,317	61,913	96,461	69,322	75,806	82,504	99,317	77,255	85,753	(a-2)
New Jersey.....	125,950	114,970	141,000	141,000	125,950	122,400	141,000	155,000	141,000	112,801
New York.....	165,998	109,800	120,800	120,800	151,500	101,600	136,000	120,800	170,165	109,800
Pennsylvania.....	155,404	110,768	122,490	106,093	128,627	103,003	128,938	122,490	128,938	76,167
Rhode Island.....	106,679	N.A.	N.A.	N.A.	95,874	(a-3)	118,914	N.A.	135,516	N.A.
Vermont.....	(a-15)	84,406	99,028	77,022	(a-15)	84,406	95,721	82,513	117,104	(a-2)
Regional average.....	120,811	85,726	102,905	71,424	113,117	99,143	123,565	105,442	135,055	85,140
<b>Midwestern Region</b>										
Illinois.....	125,839	100,400	123,600	(a-7)	117,800	(a-3)	130,500	(a-7)	142,500	108,204
Indiana.....	112,203	102,004	1	86,716	(a-23)	N.A.	104,052	1	79,400	66,000
Iowa.....	127,630	84,250	...	84,594	...	119,107	119,107	140,000	123,900	70,242
Kansas.....	86,528	39,354	(a-1)	64,349	79,590	70,410	93,887	(o)	137,280	(p)
Michigan.....	135,252	129,842	128,250	...	112,734	...	135,252	...	168,300	(e)
Minnesota.....	(v)	108,388	108,388	(a-11)	(v)	82,434	108,388	108,388	108,388	(a-2)
Nebraska.....	(a-5)	65,000	(a-11)	83,011	99,669	(a-3)	106,606	94,621	151,276	66,023
North Dakota.....	(u)	60,000	112,008	72,669	(kk)	74,196	70,008	77,988	80,532	28,200
Ohio.....	114,738	57,798	112,320	130,020	N.A.	105,185	124,852	130,020	209,456	(a-2)
South Dakota.....	(a-15)	N.A.	(a-26)	(a-28)	(a-23)	N.A.	92,740	(a-28)	147,444	N.A.
Wisconsin.....	109,933	69,971	107,102	...	101,615	75,933	118,481	87,126	N.A.	105,576
Regional average.....	108,512	74,273	80,304	78,024	81,213	67,106	109,443	88,705	122,589	77,734
<b>Southern Region</b>										
Alabama.....	153,678	...	137,800	80,916	126,056	69,628	100,700	(a-8)	164,300	52,915
Arkansas.....	102,168	...	(a-11)	(a-27)	124,402	80,767	118,700	111,172	122,295	53,218
Florida.....	134,680	123,578	...	119,140	(a-4)	92,953	124,320	(a-28)	225,000	104,118
Georgia.....	125,000	N.A.	150,000	137,700	N.A.	106,182	124,032	(a-7)	117,332	88,464
Kentucky.....	155,000	96,600	130,038	N.A.	100,253	(a-3)	101,130	225,000	200,744	104,108
Louisiana.....	140,000	71,053	(a-11)	N.A.	(a-5)	80,000	N.A.	223,600	202,259	100,000
Maryland.....	117,952 (b)	81,414 (b)	117,952 (b)	...	125,000	73,795 (b)	87,642 (b)	117,952 (b)	175,000	75,647 (b)
Mississippi.....	108,000	...	90,000	59,328	108,000	75,000	108,400	5,000 (j)	292,500	(q)
Missouri.....	92,064	68,268	97,032	N.A.	86,364	(a-3)	97,044	97,032	154,128	59,088
North Carolina.....	(a-15)	67,678	106,765	84,598	135,997	N.A.	106,765	104,550	109,279	92,892
Oklahoma.....	98,000	61,320	107,060	N.A.	83,700	58,416	110,000	N.A.	95,898	76,057
South Carolina.....	116,034	89,739	(c)	N.A.	92,007	96,545	132,934	(a-7)(c)	92,007	82,349
Tennessee.....	100,500	78,540	104,304	(a-11)	139,116	65,784	108,000	104,304	104,304	N.A.
Texas.....	139,526	78,324	N.A.	117,516	92,217	99,289	165,000	N.A.	164,748	(ff)
Virginia.....	123,197	76,240	135,311	104,867	110,469	95,130	130,466	198,284	135,311	76,355
West Virginia.....	88,548	45,000	90,000	85,908	75,000	99,406	75,000	(a-8)	146,100	70,000
Regional average.....	121,387	58,610	114,360	63,918	107,006	86,203	105,633	108,011	156,325	77,632
<b>Western Region</b>										
Alaska.....	125,004	104,496	124,752	...	90,324	...	124,752	...	124,752	78,660
Arizona.....	104,192	122,803	125,091	(a-7)	99,666	106,270	138,312	(a-7)	85,000	(a-2)
California.....	(a-15)	...	...	108,753	140,000	123,255	131,412	...	148,750	123,996
Colorado.....	124,836	103,428	N.A.	129,285	111,240	(a-3)	131,078	128,580	171,032	91,704
Hawaii.....	102,000	86,041	100,000	...	102,000	84,552	91,800	96,900	150,000	79,866
Idaho.....	88,962	65,728	94,910	57,491	82,500	91,500	115,523	57,491	82,500	82,500
Montana.....	91,599	61,082	86,870	67,935	74,660	50,232	88,173	96,461	89,472	49,680
Nevada.....	(a-5)	79,560	115,770	...	80,000	88,740	115,770	106,080	112,200	(on)
New Mexico.....	79,135	76,964	106,835	74,158	...	86,543	101,000	106,835	138,002	66,136
Oregon.....	94,284	74,028	N.A.	103,884	103,884	114,516	126,000	N.A.	72,000	103,884
Utah.....	98,365	72,696	88,385	95,121	83,500	88,385	102,792	128,523	168,168	65,208
Washington.....	150,000	103,200	115,000	106,128	(a-4)	134,577	135,000	135,000	105,861	103,736
Wyoming.....	84,864	60,972	146,580	146,580	92,000	146,580	114,576	146,580	92,000	70,000
Regional average.....	106,956	77,769	84,938	78,033	89,501	91,935	116,630	86,734	118,441	84,591
Regional average without California....	104,918	84,250	92,016	75,473	85,293	89,325	115,398	93,962	115,916	81,776
Guam.....	88,915	...	75,208	...	68,152	46,596	67,150	82,025	98,430	61,939
No. Mariana Islands.....	54,000	49,000	52,000	52,000	40,800 (b)	52,000	40,800 (b)	45,000	80,000	53,000
U.S. Virgin Islands.....	76,500	60,000	76,500	(hh)	76,500	76,500	76,500	85,000	76,500	76,500

(a-3) Attorney general.  
 (a-4) Treasurer.  
 (a-5) Administration.  
 (a-6) Budget.  
 (a-7) Commerce.  
 (a-8) Community affairs.  
 (a-9) Comptroller.

(a-10) Consumer affairs.  
 (a-11) Economic development.  
 (a-12) Education (chief state school officer).  
 (a-13) Energy.  
 (a-14) Environmental protection.  
 (a-15) Finance.  
 (a-16) General services.



## EXECUTIVE BRANCH

## SELECTED OFFICIALS: ANNUAL SALARIES—Continued

State or other jurisdiction	Emergency management	Employment services	Energy	Environmental protection	Finance	Fish & wildlife	General services	Health	Higher education	Highways
<b>Eastern Region</b>										
Connecticut.....	\$123,600	\$121,200	\$110,865	\$127,250	\$150,000	(rr)	\$144,200	\$148,816	\$160,000	\$153,281
Delaware.....	76,800	89,700	52,790	(a-19)	138,600	92,100	(a-5)	154,100	85,900	(a-29)
Maine.....	64,667	N.A.	80,267	91,208	(a-5)	91,208	80,267	91,208	N.A.	(a-29)
Massachusetts.....	82,559	100,913	99,162	117,678	150,000(a-5)	106,358	105,000	119,125	180,000	110,000
New Hampshire.....	71,482	89,128	70,005	96,461	(a-5)	84,232	99,317	77,255	66,779	(a-29)
New Jersey.....	126,000	120,000	108,018	141,000	120,554	101,704	(pp)	141,000	121,900	120,000
New York.....	124,705	(a-18)	120,800	136,000(ss)	(a-9)	136,000(ss)	136,000	136,000	170,165	(a-29)
Pennsylvania.....	115,013	113,233	108,362	109,927	155,404	103,707	122,490	128,938	99,247	123,032
Rhode Island.....	68,311	108,460	77,867	108,460	(a-6)	108,460	N.A.	110,321	134,639	(a-29)
Vermont.....	74,859	99,028	93,537	82,513	87,110	77,022	90,459	116,729	...	(a-29)
Regional average.....	92,800	96,866	92,167	113,020	125,037	104,122	99,353	122,349	101,863	118,602
<b>Midwestern Region</b>										
Illinois.....	100,400	123,600	(a-7)	115,700	(a-6)	(a-19)	(a-5)	130,500	182,000	(a-29)
Indiana.....	(m)	91,806	N.A.	97,929	(a-6)	98,260	(a-5)	(m)	144,939	(a-29)
Iowa.....	78,315	126,000	...	106,122	105,643	92,222	106,122	128,856	...	135,595
Kansas.....	57,948	92,086	47,789	86,525	...	46,509	(a-5)	80,000	149,025	(a-29)
Michigan.....	100,617	105,647	...	140,452	(a-6)	(w)	...	135,252	100,617	(a-29)
Minnesota.....	108,388	95,192	106,759	108,388	108,388(v)	99,180	(a-5)	(i)	261,494	(a-1)
Nebraska.....	73,574	81,505	67,091	101,419	(z)	(aa)	78,252	105,587	146,160	102,954
North Dakota.....	63,600	75,408	...	74,988	87,360	84,996	97,760	137,904	183,750	(a-29)
Ohio.....	94,640	94,484	N.A.	111,358	105,185	92,638	98,592	149,864	220,480	117,884
South Dakota.....	86,269	(a-21)	N.A.	(a-19)	104,170	99,874	(a-5)	99,874	201,151	(n)
Wisconsin.....	92,217	N.A.	90,782	114,262	109,933	114,262	131,767	118,481	320,000	114,262
Regional average.....	77,815	88,846	39,638	105,183	96,990	94,712	92,998	108,610	173,601	108,711
<b>Southern Region</b>										
Alabama.....	132,500	82,677	86,918	128,199	80,916	100,888	73,135	207,059	162,136	80,916
Arkansas.....	75,000	117,219	95,110	103,526	(a-9)	105,531	110,224	176,077	125,679	(a-29)
Florida.....	112,835	124,320	61,198	124,320	(a-4)	125,660	124,320	155,000	N.A.	134,726
Georgia.....	N.A.	87,869	109,884	124,032	124,032	100,572	94,109	153,000	425,000	(a-29)
Kentucky.....	88,200	N.A.	74,383	98,000	130,038	121,958	N.A.	151,470	233,000	120,155
Louisiana.....	N.A.	96,200	100,172	124,100	(a-5)	111,758	(a-5)	208,000	283,896	(a-29)
Maryland.....	81,414(b)	81,414(b)	69,109(b)	109,476(b)	117,952(b)	N.A.	(a-5)	117,952(b)	109,476(b)	152,250
Mississippi.....	83,000	104,150	85,951	122,250	108,000	104,000	...	188,057	325,000	(a-29)
Missouri.....	73,872	N.A.	...	86,200	90,317	(y)	82,380	103,224	135,000	(a-29)
North Carolina.....	86,292	108,986	82,179	91,452	126,960	102,764	106,765	144,868	425,000	138,161
Oklahoma.....	70,000	88,752	N.A.	89,450	98,000	96,511	75,920	182,100	N.A.	(a-29)
South Carolina.....	86,477	120,510	96,548	144,817	146,076	118,466	108,000	130,043	N.A.	(a-29)
Tennessee.....	85,380	115,932	97,332	98,004	139,116	98,004	98,004	144,720	165,228	98,004
Texas.....	124,000	131,000	N.A.	128,004	(a-9)	130,000	N.A.	175,000	150,000	(a-29)
Virginia.....	92,269	110,469	123,534	134,280	135,311	111,865	122,801	155,636	134,310	156,636
West Virginia.....	45,000	82,620	85,000	(a-13)	(a-5)	74,304	75,000	90,000	180,000	(a-29)
Regional average.....	77,265	90,757	72,957	111,944	118,866	98,701	89,743	155,138	178,358	132,535
<b>Western Region</b>										
Alaska.....	93,576	84,036	168,000	124,752	97,080	124,752	...	124,752	128,257	100,476
Arizona.....	86,394	105,148	...	127,634	72,774(b)	121,000	115,938	127,125	160,000	111,000
California.....	114,191	123,255	123,000	131,412	131,412	129,418	129,418	123,255	(gg)	(a-29)
Colorado.....	103,428	134,823	121,200	116,700	N.A.	126,768	134,823	134,823	134,823	134,823
Hawaii.....	79,866	68,628(b)	75,012(b)	68,628(b)	(vv)	68,628(b)	(a-9)	102,000	341,256	75,012(b)
Idaho.....	57,179	94,910	71,469	84,510	86,278	107,016	...	104,978	104,686	(a-29)
Montana.....	69,500	80,169	80,498	86,870	74,660	86,870	74,362	(a-27)	150,075	(a-29)
Nevada.....	79,560	115,770	61,200	112,200	...	106,080	...	106,080	23,600(nn)	(a-29)
New Mexico.....	104,998	100,000	101,695	99,998	120,000	95,000	99,000	111,925	102,000	105,000
Oregon.....	103,884	114,516	94,284	103,884	(a-4)	103,884	(a-5)	114,516	219,504	94,284
Utah.....	56,950	112,459	74,692	102,792	95,368	97,988	95,368	112,892	179,469	(a-29)
Washington.....	89,352	135,000	115,000	135,000	150,000	135,000	(a-5)	135,000	105,861	(a-29)
Wyoming.....	63,648	90,168	62,124	95,470	92,000	105,000	70,000	175,000	90,120	(a-29)
Regional average.....	84,810	104,529	88,321	106,912	85,398	108,262	81,685	119,940	145,953	111,186
Regional average without California.....	82,361	102,969	85,431	104,870	81,858	106,499	77,708	119,663	144,971	110,181
Guam.....	68,152	73,020	55,303	60,850	88,915	60,850	47,918	74,096	160,000	88,915
No. Mariana Islands.....	45,000	40,800(b)	45,000	58,000	54,000	40,800(b)	54,000	80,000	80,000	40,800(b)
U.S. Virgin Islands.....	71,250	76,500	69,350	76,500	76,500	76,500	76,500	76,500	76,500	65,000

(a-17) Highways.  
(a-18) Labor.  
(a-19) Natural resources.  
(a-20) Parks and recreation.  
(a-21) Personnel.  
(a-22) Post audit.  
(a-23) Pre-audit.

(a-24) Public utility regulation.  
(a-25) Purchasing.  
(a-26) Revenue.  
(a-27) Social services.  
(a-28) Tourism.  
(a-29) Transportation.  
(a-30) Welfare.



## EXECUTIVE BRANCH

## SELECTED OFFICIALS: ANNUAL SALARIES—Continued

State or other jurisdiction	Information systems	Insurance	Labor	Licensing	Mental health & retardation	Natural resources	Parks & recreation	Personnel	Planning	Post audit
<b>Eastern Region</b>										
Connecticut.....	\$145,000	\$121,200	\$135,456	\$96,047	(d)	\$126,401	\$116,868	\$144,200	\$110,865	(a-31)
Delaware.....	150,700	101,600	111,700	91,300	(f)	119,700	92,700	105,000	88,836	(a-31)
Maine.....	82,451	91,208	91,208	75,171	91,208	91,208	40,134	80,267	80,267	82,659
Massachusetts.....	129,708	N.A.	108,000	102,599	(u)	99,617	115,595	127,307	(a-5)	(a-31)
New Hampshire.....	95,000	84,670	80,213	...	81,191	96,461	64,036	75,806	69,322	(a-9)
New Jersey.....	122,801	141,000	141,000	122,400	(qq)	120,000	112,410	141,000	93,636	132,000
New York.....	143,500	127,000	127,000	(bb)	(ii)	(a-14)	127,000	120,800	(a-11)	(a-9)
Pennsylvania.....	113,252	116,045	128,938	95,062	110,866	122,490	110,768	128,979	125,204	(a-31)
Rhode Island.....	85,067	N.A.	N.A.	N.A.	N.A.	108,460	68,311	95,874	68,311	N.A.
Vermont.....	78,873	93,537	99,028	69,992	116,729	99,028	77,022	83,033	...	(a-31)
Regional average.....	114,635	87,626	102,254	85,776	117,319	111,937	92,484	110,227	90,724	104,454
<b>Midwestern Region</b>										
Illinois.....	(a-5)	(a-32)	107,800	(a-32)	(a-27)	115,700	(a-19)	(a-5)	...	(a-31)
Indiana.....	93,853	90,129	94,867	84,162	86,716	98,260	98,260	91,806	...	97,929
Iowa.....	142,563	92,000	96,500	...	116,563	119,107	92,277	105,643	...	...
Kansas.....	96,425	76,389	92,086	63,665	N.A.	94,311	51,272	72,100	N.A.	98,254
Michigan.....	146,017	112,199	128,250	113,173	118,616	135,252	103,020	139,077	...	145,230
Minnesota.....	119,997	89,387	108,388	95,985	(i)	108,388	104,588	108,388	N.A.	(a-31)
Nebraska.....	111,243	85,792	82,470	88,525	97,001	94,270	96,524	87,859	111,792	(a-31)
North Dakota.....	N.A.	70,059	60,000	(a-2)	72,684	71,532	72,281	72,936	...	...
Ohio.....	109,226	124,800	94,484	96,850	...	124,852	94,640	103,818	N.A.	105,185
South Dakota.....	119,604	N.A.	97,053	N.A.	93,300	99,874	99,874	91,580	N.A.	(a-31)
Wisconsin.....	97,366	97,366	91,495	92,310	101,940	114,262	99,479	95,252	...	(a-31)
Regional average.....	105,445	87,429	95,763	75,364	84,155	106,892	93,447	99,278	10,163	84,316
<b>Southern Region</b>										
Alabama.....	139,131	80,916	80,916	...	129,178	80,916	78,720	129,178	(a-8)	161,444
Arkansas.....	112,371	103,989	102,396	...	89,348	88,484	97,007	87,862	...	127,238
Florida.....	(b)	(a-4)	111,718(ss)	101,000	(i)	(a-14)	(a-14)	90,000	119,140	(a-4)
Georgia.....	134,232	114,070	114,714	89,776	121,992	124,032	106,054	145,000	125,000	(a-31)
Kentucky.....	111,353	100,942	107,048	N.A.	100,000	107,047	N.A.	130,038	130,038	95,815
Louisiana.....	114,275	85,000	120,203	...	102,128	116,876	100,402	97,822	104,141	123,735
Maryland.....	101,633(b)	101,633(b)	101,633(b)	81,414(b)	136,784(b)	109,476(b)	64,729(b)	94,367(b)	101,633(b)	N.A.
Mississippi.....	140,000	90,000	...	...	142,561	122,250	104,000	102,450	77,385	(a-31)
Missouri.....	109,344	97,104	97,044	74,000	94,128	97,044	84,876	82,380	...	(a-31)
North Carolina.....	135,915	109,279	109,279	...	119,787	106,765	82,772	106,765	N.A.	(a-31)
Oklahoma.....	94,500	99,875	80,750	...	124,987	82,000	82,000	76,100	...	...
South Carolina.....	129,000	100,000	111,320	(a-18)	(dd)	118,466	109,803	130,665	85,214	(uu)
Tennessee.....	127,308	98,004	115,932	60,000	104,304	98,004	75,000	98,004	N.A.	(a-9)
Texas.....	135,000	163,800	131,000	112,500	141,000	128,004	130,000	N.A.	112,000	180,000
Virginia.....	155,636	136,796	111,371	94,166	155,636	135,311	113,359	122,171	(a-6)	141,612
West Virginia.....	109,999	60,000	60,000	...	90,000	70,000	74,964	82,632	(a-8)	80,400
Regional average.....	119,781	104,503	97,208	45,261	118,806	106,812	89,250	172,090	71,536	106,053
<b>Western Region</b>										
Alaska.....	78,660	93,576	124,752	93,576	87,192	124,752	78,660	90,324	...	93,576
Arizona.....	111,027	109,650	134,999	...	105,462	114,450	123,053	109,836	(a-6)	N.A.
California.....	N.A.	140,000	131,412	123,255	(ww)	131,412	123,255	123,255	...	N.A.
Colorado.....	117,000	105,576	134,823	124,836	103,428	133,575	126,768	134,823	124,836	132,079
Hawaii.....	68,628(b)	89,148	96,900	65,364(b)	(k)	96,900	68,628(b)	91,800	72,828(b)	68,628(b)
Idaho.....	84,552	83,304	94,910	58,802	...	88,234	88,816	82,098	...	(a-9)
Montana.....	100,000	76,579	86,870	78,594	89,944	86,870	64,168	76,390	96,461	112,719
Nevada.....	112,200	106,080	88,740	...	112,200	115,770	...	97,410	...	...
New Mexico.....	95,000	91,425	100,000	97,678	81,401	101,695	84,594	86,488	...	85,000
Oregon.....	N.A.	114,516	72,000	74,028	109,128	103,884	103,884	94,284	...	103,884
Utah.....	112,898	88,385	88,385	88,550	90,334	99,994	92,810	102,792	(a-6)	83,500
Washington.....	135,000	103,736	135,000	115,000	150,000	105,861	111,000	135,000	(a-15)	150,000
Wyoming.....	81,468	81,156	74,616	61,000	136,000	37,572	83,280	76,884	79,560	(a-9)
Regional average.....	84,341	98,702	104,877	75,437	98,287	103,151	88,378	100,106	55,865	77,222
Regional average without California.....	91,369	95,261	102,666	71,452	96,367	100,796	85,472	98,177	60,520	83,657
Guam.....	74,096	74,096	73,020	74,096	67,150	60,850	60,850	74,096	75,208	82,025
No. Mariana Islands.....	45,000	40,800(b)	45,000	45,360	40,800(b)	52,000	40,800(b)	60,000	45,000	80,000
U.S. Virgin Islands.....	71,250	75,000	76,500	76,500	70,000	76,500	76,500	76,500	76,500	55,000

(a-31) Auditor.  
(a-32) Banking.

(b) Salary ranges and top figure in ranges follow: Arizona: Finance, \$123,057; Welfare, \$123,057. Hawaii: Employment Services, \$101,544; Energy, \$110,932; Environmental Protection, \$101,544; Fish and Wildlife, \$101,544; Highways, \$110,952; Information Systems, \$101,544; Licensing, \$96,708; Parks and Recreation, \$101,544; Planning, \$107,736; Post-Audit,

\$101,544; Pre-Audit, \$101,544. Solid Waste Management, \$96,708; Welfare, \$101,544. Maryland: Minimum figure in range; top of range follows: Adjutant general, \$126,542; Administration, \$136,305; Agriculture, \$136,305; Banking, \$82,542; Budget, \$158,232; Civil rights, \$109,134; Commerce, \$158,232; Consumer affairs, \$114,905; Corrections, \$117,503; Economic development, \$158,232; Election administration, \$101,387; Emergency management, \$109,134; Employment services, \$109,134; Energy, \$107,525; Environmental



## EXECUTIVE BRANCH

## SELECTED OFFICIALS: ANNUAL SALARIES — Continued

State or other jurisdiction	Pre-audit development	Public library	Public utility regulation	Purchasing	TAX Revenue	Social services	Solid waste management	State police	Tourism	Transportation	Welfare
<b>Eastern Region</b>											
Connecticut.....	(a-9)	\$103,890	\$149,307	\$101,372	\$153,281	\$153,281	\$109,872	\$149,350	\$122,004	\$153,281	153,281
Delaware.....	(a-31)	78,000	89,700	(a-16)	116,900	(g)	155,397	141,600	59,000	129,600	107,700
Maine.....	(a-9)	77,438	101,420	69,326	85,758	91,208	58,573	80,267	69,326	91,208	73,590
Massachusetts.....	(a-31)	73,918	99,162	(a-16)	132,026	128,555	(a-14)	133,976	100,883	120,000	124,970
New Hampshire.....	(a-9)	77,255	94,024	53,586	99,317	102,704	75,806	89,128	77,255	99,317	89,321
New Jersey.....	...	...	141,000	120,702	110,269	141,000	98,246	126,000	96,300	141,000	118,154
New York.....	(a-9)	(a-12)	127,000	(a-16)	127,000	136,000	(a-14)	127,000	(a-11)	136,000	136,000
Pennsylvania.....	(a-4)	97,663	124,990	100,499	122,490	N.A.	92,871	122,490	104,431	128,938	128,938
Rhode Island.....	(a-9)	85,067	106,679	99,471	110,278	110,321	68,311	124,114	N.A.	117,337	...
Vermont.....	(a-15)	83,075	113,360	90,459	86,715	98,009	82,513	99,028	76,939	106,246	98,009
Regional average.....	95,625	84,647	114,664	95,642	114,403	111,307	99,527	119,295	82,694	122,293	102,996
<b>Midwestern Region</b>											
Illinois.....	(a-9)	84,972	117,000	(a-5)	123,600	130,500	(a-14)	115,100	(a-7)	130,500	123,600
Indiana.....	90,792	64,818	94,848	97,929	97,929	110,175	N.A.	120,179	N.A.	97,929	91,806
Iowa.....	79,331	106,413	99,521	92,227	130,000	132,483	92,227	111,238	90,397	128,232	...
Kansas.....	(r)	77,557	81,200	80,000	91,350	94,856	75,795	82,215	60,900	91,350	72,000
Michigan.....	...	127,296	113,612	114,000	111,726	130,050	118,616	129,842	...	140,000	(a-27)
Minnesota.....	(a-31)	N.A.	(l)	95,985	108,388	(t)	108,388	94,774	106,759	(a-1)	(l)
Nebraska.....	99,669	83,275	97,897	78,252	95,106	105,583	59,320	94,760	63,500	102,954	105,583
North Dakota.....	87,360	68,952	72,669	58,728	76,774	110,820	61,164	70,950	73,188	100,880	110,820
Ohio.....	105,185	N.A.	N.A.	90,038	N.A.	122,512	79,872	118,300	...	121,108	122,512
South Dakota.....	71,713	N.A.	93,634	90,227(a-5)	97,053	97,053	N.A.	(n)	104,915	99,957	(a-27)
Wisconsin.....	(a-31)	102,356	112,000	85,682	114,262	118,481	99,479	93,139	94,196	114,262	89,972
Regional average.....	83,000	65,058	88,308	91,515	95,108	114,627	73,687	101,524	65,223	109,579	95,617
<b>Southern Region</b>											
Alabama.....	(a-9)	91,224	86,801	117,029	80,916	147,669	91,379	80,916	80,916	(a-17)	(a-27)
Arkansas.....	59,596	86,941	96,577	87,862	94,110	128,417	51,153	94,260	97,007	130,290	(a-27)
Florida.....	(a-4)	96,762	128,605	99,425	128,537	134,680	90,000	125,980	116,446	145,040	111,888
Georgia.....	(a-31)	124,500	109,884	125,000	129,132	N.A.	96,891	124,032	110,000	180,132	127,000
Kentucky.....	(a-15)	99,826	98,826	85,000	111,353	105,000	102,868	100,494	114,694	130,038	105,000
Louisiana.....	97,552	88,400	93,000	90,022	112,528	113,256	100,838	115,481	100,693	142,165	91,482
Maryland.....	87,642(b)	81,414(b)	116,880	75,647(b)	87,642(b)	109,476(b)	81,414(b)	109,476(b)	87,642(b)	117,952(b)	109,476(b)
Mississippi.....	(a-31)	80,500	107,350	70,818	118,935	126,500	64,253	110,600	87,062	137,635	126,500
Missouri.....	86,364	76,200	80,000	82,380	103,224	103,224	N.A.	92,748	74,200	(a-17)	88,188
North Carolina.....	(a-31)	90,211	121,701	94,612	106,765	103,952	89,589	102,137	90,211	106,765	N.A.
Oklahoma.....	(a-9)	74,100	...	71,700	98,400	155,000	88,374	88,400	82,000	112,100	155,000
South Carolina.....	(a-9)	82,182	140,000	92,544	115,113	138,036	144,817	98,913	109,803	142,381	138,036
Tennessee.....	99,258	100,668	98,004	65,508	98,004	98,004	81,888	98,004	98,004	98,004	98,004
Texas.....	(a-9)	88,500	105,000	81,808	(a-9)	N.A.	N.A.	15,000	N.A.	130,000	200,000
Virginia.....	(a-9)	117,686	136,796(II)	(a-16)	125,031	139,019	(a-14)	126,841	150,000	135,311	(a-27)
West Virginia.....	(a-31)	66,996	75,000	94,836	75,000	85,908	74,784	75,000	70,000	N.A.	90,000
Regional average.....	99,799	90,382	101,922	92,090	105,951	105,244	80,741	96,587	92,069	120,052	116,414
<b>Western Region</b>											
Alaska.....	...	93,576	84,036	93,852	124,752	124,752	...	93,576	96,984	124,752	91,200
Arizona.....	(a-9)	114,946	100,124	86,445	134,224	137,295	90,000	104,253	110,853	130,000	72,774(b)
California.....	133,333	108,744	117,818	...	123,255	123,255	117,818	131,412	N.A.	123,255	131,412
Colorado.....	(a-9)	100,730	107,424	97,248	134,823	134,823	103,428	125,868	70,041	134,823	N.A.
Hawaii.....	68,628(b)	115,000	79,866	79,866	102,000	96,900	65,364(b)	...	240,000	102,000	68,628(b)
Idaho.....	(a-9)	82,992	82,740	70,845	71,708	104,978	...	87,214	73,819	130,000	78,000
Montana.....	112,719	75,152	77,418	53,948	86,870	86,870	86,870	79,384	67,699	86,871	(a-29)
Nevada.....	...	(x)	112,200	88,740	115,770	115,770	(a-14)	115,770	106,080	115,770	106,080
New Mexico.....	87,210	67,704	N.A.	83,943	104,713	N.A.	...	104,998	97,608	105,000	122,938
Oregon.....	(a-6)	94,284	109,080	81,504	114,516	N.A.	103,884	120,040	N.A.	N.A.	N.A.
Utah.....	(a-15)	95,368	76,773	95,368	95,004	112,898	97,988	95,368	91,915	112,459	112,898
Washington.....	(a-4)	89,004	115,000	115,000	135,000	150,000	135,000	135,000	135,000	153,472	(a-27)
Wyoming.....	(a-9)	75,636	91,000	66,000	89,000	90,000	82,803	89,736	92,292	103,000	(a-27)
Regional average.....	83,130	93,425	88,729	77,905	110,126	98,272	76,566	98,663	90,945	109,339	85,446
without California ..	78,946	92,247	86,305	84,397	109,032	96,191	73,128	95,934	98,524	108,179	81,616
Guam.....	74,096	55,303	12,000	74,096	74,096	74,096	88,915	74,096	74,000	74,096	74,096
No. Mariana Islands ..	54,000	45,000	80,000	40,800(b)	45,000	40,800(b)	54,000	54,000	70,000	40,800(b)	52,000
U.S. Virgin Islands.....	76,500	53,350	54,500	76,500	76,500	76,500	76,500	76,500	76,500	65,000	76,500

protection, \$146,845; Finance, \$158,232; General Services, \$136,305; Health, \$158,232; Higher education, \$146,845; Information systems, \$136,305; Insurance, \$136,305; Labor, \$136,305; Licensing, \$109,134; Mental Health, \$218,415; Natural resources, \$146,845; Parks and recreation, \$100,636; Personnel, \$126,542; Planning, \$136,305; Pre-audit, \$117,503; Public library development, \$109,134; Purchasing, \$101,387; Revenue, \$117,503; Social services,

\$146,845; Solid waste management, \$109,134; Police, \$146,845; Tourism, \$117,503; Transportation, \$158,232; Welfare, \$146,845. Northern Mariana Islands: \$49,266 top of range applies to the following positions: Treasurer, Banking, Comptroller, Corrections, Employment Services, Fish and Wildlife, Highways, Insurance, Mental Health and Retardation, Parks and Recreation, Purchasing, Social/Human Services, Transportation.



## EXECUTIVE BRANCH

### SELECTED OFFICIALS: ANNUAL SALARIES — Continued

(c) The present Secretary of Commerce forgoes regular salary and receives \$1 in compensation.

(d) Responsibilities shared between Commissioner Thomas Kirk, Mental Health: \$153,281 and Commissioner Peter O'Meara, Retardation: \$153,281.

(e) Responsibilities shared between Secretary of State, \$124,900 and Bureau Director, \$107,291.

(f) Responsibilities shared between Director, Division of Substance Abuse and Mental Health, Department of Health and Social Services, \$132,800 and Director, Division of Developmental Disabilities Service, same department, \$107,600.

(g) Function split between two cabinet positions: Secretary, Dept. of Health and Social Services: \$138,600 (if incumbent holds a medical license, amount is increased by \$12,000) and Secretary, Dept. of Services for Children, Youth and their Families, \$124,700; if a Board-certified physician, a supplement of \$3,000 is added.

(h) Position is vacant at press time. Salary range is \$66,800–\$275,059.

(i) Responsibilities shared between, Director of Mental Health, Department of Children and Family Services, \$102,564; and Director, Substance Abuse, same department, \$102,500.

(j) Maximum salary available is \$183,240; incumbent has requested a reduced salary.

(k) Responsibilities shared between Deputy Director of Mental Health, \$93,840 and Deputy Director of Retardation, \$93,840.

(l) Responsibilities shared between five commissioners with salaries of \$88,448 each.

(m) Contractual.

(n) Under Emergency Management, \$86,269.

(o) Responsibilities shared between Lieutenant Governor, \$111,523; Director, Business Development Division, same department, \$86,275; and President, Kansas Inc., salary unavailable.

(p) Responsibilities shared between Secretary of State, \$76,389 and Deputy Secretary of State, \$62,301.

(q) Responsibilities shared between Assistant Secretary of State, \$80,000 and Senior Counsel for Elections, \$60,000.

(r) Responsibilities shared between Central Account Service Manager, Division of Accounts & Reports, Department of Administration, \$70,428; and Team Leader, Audit Services, same division and department, \$57,948.

(s) In Maine, New Hampshire, New Jersey, Tennessee and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship. In Tennessee, the speaker of the Senate bears the statutory title of lieutenant governor.

(t) Commissioner of Health and Human Services also oversees Mental Health and Retardation and Welfare (Human Services), \$108,388.

(u) Responsibilities shared between Commissioner, Department of Mental Retardation, \$182,831; and Commissioner, Department of Mental Health, \$126,871.

(v) State Treasurer Position was abolished in January 2003. Functions now served by The Department of Finance, Commissioner, \$108,388.

(w) Responsibilities shared between Director, Dept. of Natural Resources, \$135,200, and Chief, Fish, \$107,291, and Chief, Wildlife, \$92,257.

(x) Responsibilities shared between Director, Department of Cultural Affairs, \$106,080 and Division Administrator, Library and Archives, \$88,740.

(y) Responsibilities shared between Administrator, Department of Conser-

vation, \$82,800; Administration, Division of Protection, same department, \$92,832.

(z) Responsibilities shared between, State Auditor—\$60,000; Director of Administration—\$111,792 and State Tax Administrator—\$95,106.

(aa) Responsibilities shared between Game & Parks Director—\$96,524; Game & Parks Assistant Director—Fish & Wildlife—\$74,461; Wildlife Division Administrator—\$68,313.

(bb) Responsibilities shared between Commissioner, State Education Department, \$170,165; Secretary of State, Department of State, \$120,800.

(cc) Responsibilities shared between three Commissioners, \$87,875, \$87,875, and \$89,875, and Director, \$77,805.

(dd) Responsibilities shared between Director for Mental Retardation, \$150,367 and Director of Mental Health, \$131,235.

(ee) Annual salary for duties as presiding officer of the Senate.

(ff) Responsibilities shared between Secretary of State, \$117,546; and Division Director, \$104,656.

(gg) Responsibilities shared between Chancellor of California Community Colleges, \$185,484 and California Post Secondary Education Commission \$130,000.

(hh) Responsibilities for St. Thomas, \$74,400; St. Croix, \$76,500; St. John, \$74,400.

(ii) Responsibilities shared between Commissioner of Mental Health, \$136,000 and Commissioner of Mental Retardation, \$136,000.

(jj) Governor Romney and Lieutenant Governor Healey waive their salaries.

(kk) Responsibilities shared between Director of Fiscal Management, \$87,360 and Director of Management and Budget, \$97,760.

(ll) Banking has this responsibility.

(mm) Responsibilities shared between Kevin Johnston, \$159,083 and Robert Jueke, \$159,083.

(nn) James Rogers, the Interim Chancellor, only accepts the minimum amount of pay permitted through FLSA, \$23,660.

(oo) Responsibilities shared between Secretary of State, \$80,000; Deputy Secretary of State for Elections, \$97,410; and Chief Deputy Secretary of State, \$106,080.

(pp) Responsibilities shared between Director, Division of Purchasing, Dept. of the Treasury, \$120,702 and Director, Division of Property and Management, Dept. of the Treasury, \$114,444.

(qq) Responsibilities shared between Director, Division of Mental Health Services, Dept. of Human Services, \$113,566 and Director, Division of Developmental Disabilities, Dept. of Human Services, \$117,565.

(rr) Responsibilities shared between Director of Wildlife, \$116,868, Director of Inland Fisheries, \$110,593 and Director of Marine Fisheries, \$121,212.

(ss) This is the statutory salary. The current incumbent's salary is less than this amount.

(tt) Responsibilities shared between Assistant Executive Budget Analyst, \$67,908 and Director of Management and Budget, \$97,760.

(uu) Responsibilities shared between Director George Schroeder, \$93,429 and State Auditor Thomas Wagner, \$107,469.

(vv) Responsibilities shared between Director of Budget and Finance, \$102,000 and Comptroller, \$102,000.

(ww) Responsibilities shared between Director of Mental Health, \$123,255 and Director of Developmental Services, \$123,255.

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 10/01/2006

Bargaining Unit 30, 31, 32, 33, 34, 35 Excluded Managerial

		STEP	STEP			STEP	STEP
		MN	MX			MN	MX
EM01	ANN	50,472	74,676	ES01	ANN	73,188	108,240
	MON	4,206	6,223		MON	6,099	9,020
	8HR	194.16	287.20		8HR	281.52	416.32
	HRLY	24.27	35.90		HRLY	35.19	52.04
EM02	ANN	52,992	78,444	ES02	ANN	75,372	111,504
	MON	4,416	6,537		MON	6,281	9,292
	8HR	203.84	301.68		8HR	289.92	428.88
	HRLY	25.48	37.71		HRLY	36.24	53.61
EM03	ANN	55,668	82,344	ES03	ANN	77,640	114,840
	MON	4,639	6,862		MON	6,470	9,570
	8HR	214.08	316.72		8HR	298.64	441.68
	HRLY	26.76	39.59		HRLY	37.33	55.21
EM04	ANN	58,440	86,472				
	MON	4,870	7,206				
	8HR	224.80	332.56				
	HRLY	28.10	41.57				
EM05	ANN	61,380	90,780				
	MON	5,115	7,565				
	8HR	236.08	349.12				
	HRLY	29.51	43.64				
EM06	ANN	64,440	95,340				
	MON	5,370	7,945				
	8HR	247.84	366.72				
	HRLY	30.98	45.84				
EM07	ANN	67,656	100,092				
	MON	5,638	8,341				
	8HR	260.24	384.96				
	HRLY	32.53	48.12				
EM08	ANN	71,028	105,096				
	MON	5,919	8,758				
	8HR	273.20	404.24				
	HRLY	34.15	50.53				

## Judicial Salary Commission Recommendations

	<b>FY06</b> <small>(7/1/05)</small>	<b>FY07</b> <small>(7/1/06)</small>	<b>FY08</b> <small>(7/1/07)</small>	<b>FY09</b> <small>(7/1/08)</small>	<b>FY10</b> <small>(7/1/09)</small>	<b>FY11</b> <small>(7/1/10)</small>	<b>FY12</b> <small>(7/1/11)</small>
<b>Chief Justice:</b>	\$140,000	\$144,900	\$149,972	\$155,221	\$160,654	\$166,277	\$172,097
<b>Associate Justice:</b>	\$135,000	\$139,725	\$144,615	\$149,677	\$154,916	\$160,338	\$165,950
<b>ICA Chief Judge:</b>	\$130,000	\$134,550	\$139,259	\$144,133	\$149,178	\$154,399	\$159,803
<b>Associate Judge:</b>	\$125,000	\$129,375	\$133,903	\$138,590	\$143,441	\$148,461	\$153,657
<b>Circuit Court Judge:</b>	\$121,600	\$125,856	\$130,261	\$134,820	\$139,539	\$144,423	\$149,478
<b>Dist./Fam. Court Judge:</b>	\$114,600	\$118,611	\$122,762	\$127,059	\$131,506	\$136,109	\$140,873
<b>Administrative Director of the Courts:</b>	\$105,000	\$108,675	\$112,479	\$116,416	\$120,491	\$124,708	\$129,073
<b>Deputy Administrative Director of the Courts:</b>	\$100,000	\$103,500	\$107,123	\$110,872	\$114,753	\$118,769	\$122,926



**Salary Comparisons Among States, 2006 (as of 7/1/2006)**

A-18

	<b>Actual Salaries</b>			
	<b>General</b>	<b>Intermediate</b>	<b>Highest</b>	<b>Administrator</b>
Hawaii	\$125,856	\$129,375	\$139,725	\$108,675
National Average	\$122,559	\$132,102	\$137,074	\$123,325
Hawaii Ranking	19/51	20/39	21/51	37/51

	<b>ACCRA Adjusted Salaries</b>			
	<b>General</b>	<b>Intermediate</b>	<b>Highest</b>	<b>Administrator</b>
Hawaii	\$78,375	\$77,842	\$87,012	\$67,676
National Average	\$119,323	\$126,624	\$133,792	\$120,117
Hawaii Ranking	49/49	39/39	49/49	49/49

Source: "Survey of Judicial Salaries" published by the National Center for State Courts, Vol. 31, No. 1.  
except for the "ACCRA Adjusted Salaries" which is calculated using the actual salary divided by the ACCRA factor  
for the Intermediate, Highest, and Administrator (but not General), times 100.

**Notes:**

1. Intermediate: Not all states have an intermediate appellate court. Salaries are for an Associate Judge.
2. Highest: Salaries are for an Associate Justice of the court of last resort.
3. ACCRA Adjusted Salaries - from the NCSC survey:

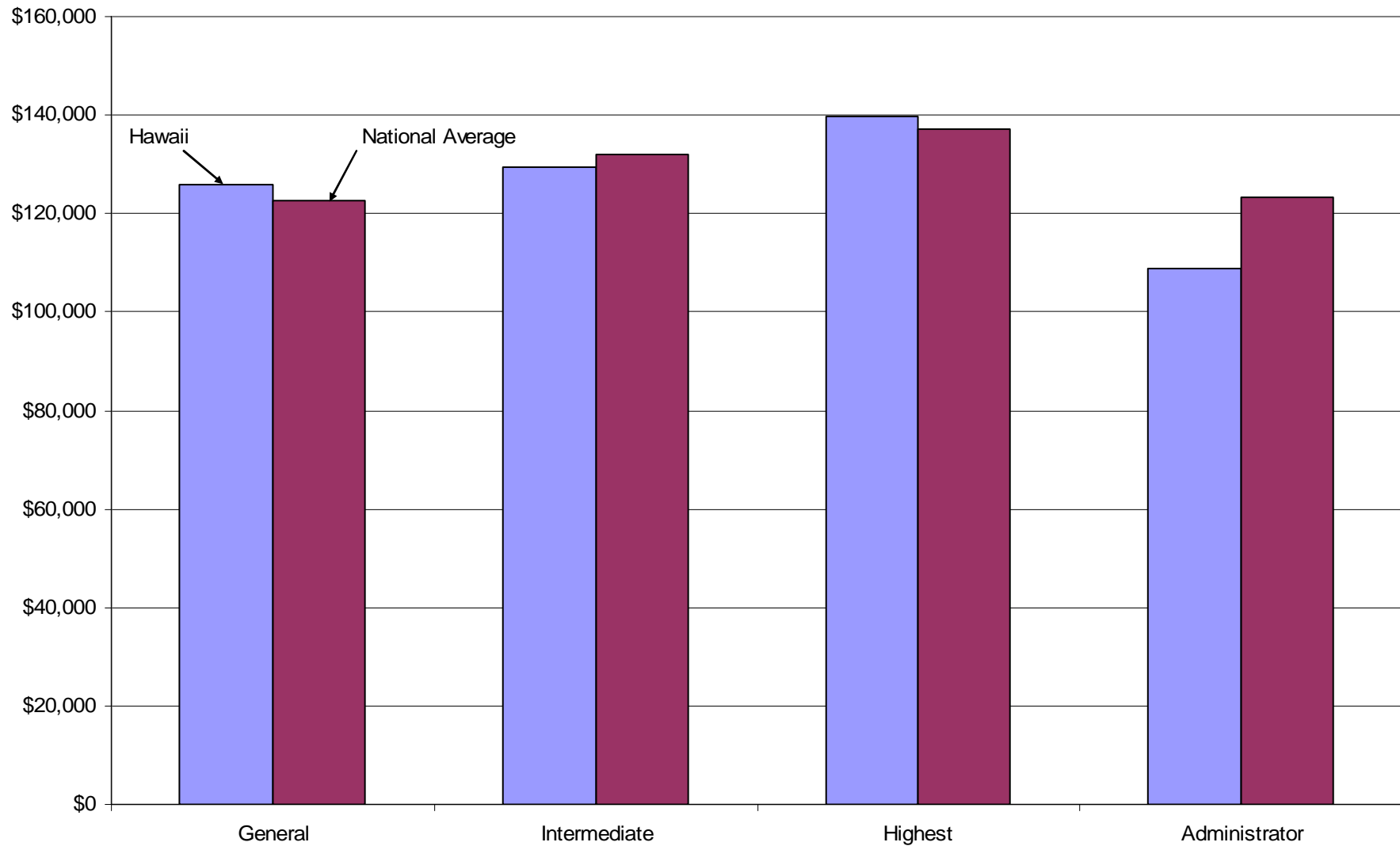
"The ACCRA organization is the most widely accepted U.S. source of cost-of-living indices, with nearly 400 reporting jurisdictions across America. The ACCRA cost-of-living factors in this report were developed by examining the average costs of goods and services (for the latest four running quarters). The factors reflect an average of the reporting jurisdictions in a particular state (i.e., the ACCRA factor for Virginia is the average of the ACCRA factors for each of the nine reporting jurisdictions in Virginia). An ACCRA factor of "1.00" would indicate that a state had a cost-of-living equal to the national average. States with factors above "1.00" have a higher than average cost-of-living, while those with a factor less than "1.00" have a lower than average cost-of-living. More detailed information can be found at [www.accra.org](http://www.accra.org)."

Source: [www.costofliving.org/about.asp](http://www.costofliving.org/about.asp)

ACCRA, founded in 1961 as the American Chamber of Commerce Researchers Association, is a non-profit professional organization comprising research staff of chambers of commerce, economic development organizations, and related entities throughout the United States and Canada. Originally titled Inter-City Cost of Living Indicators Project, the ACCRA Cost of Living Index has been published quarterly since 1968.

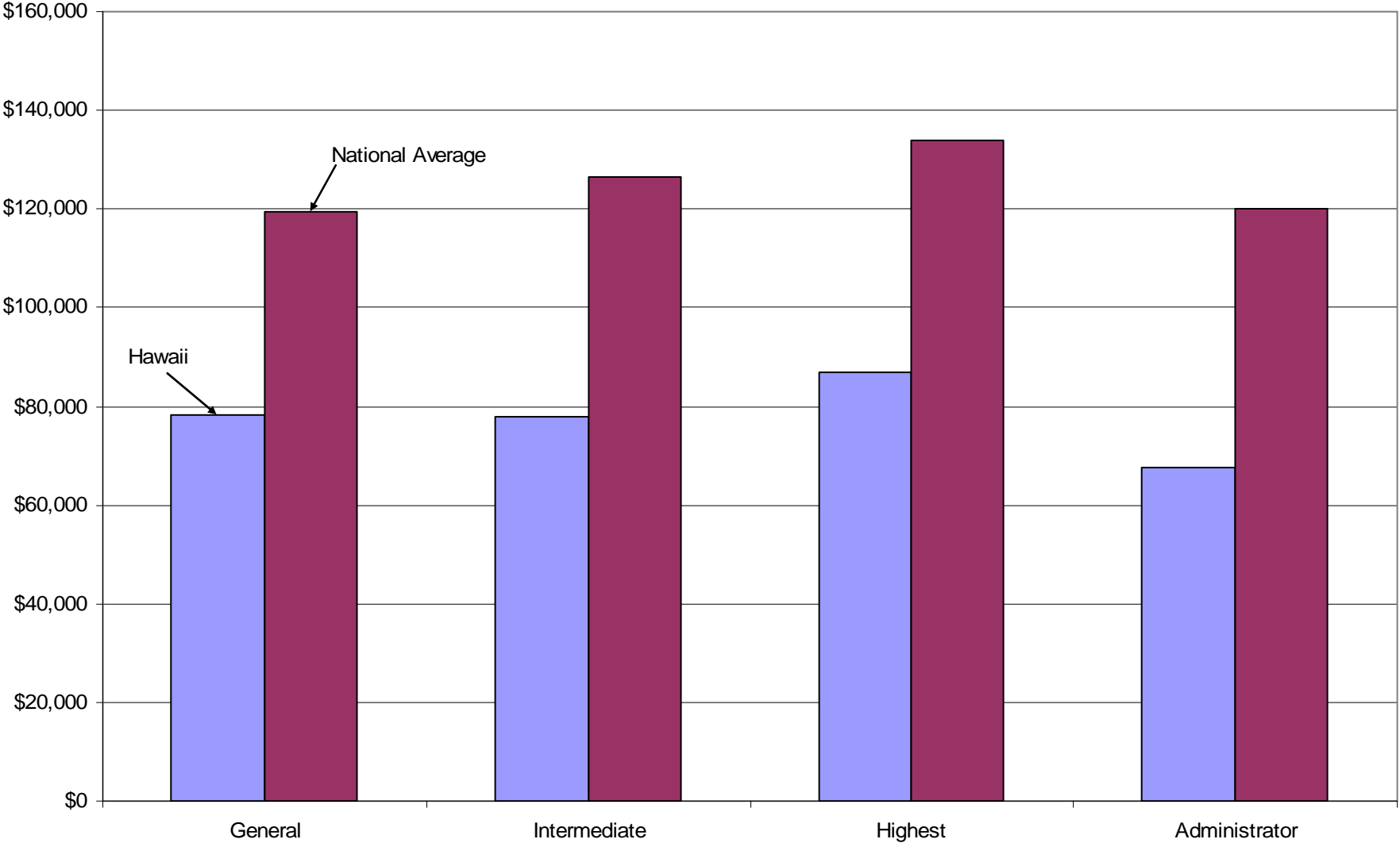
Note: ACCRA changed its name to the Council for Community and Economic Research, but still uses the letters ACCRA.

### 2006 Hawaii Actual Salaries vs. National Actual Average



A-19

**Hawaii Adjusted Salaries vs. National Adjusted Average**



A-20



**SALARY COMPARISON AMONG STATES, 2006: GENERAL TRIAL COURTS (eff. 7/1/2006)**

<b>Rank</b>	<b>State</b>	<b>Actual Salary</b>
1	Delaware	\$168,100
2	District of Columbia	165,200
3	Illinois	157,824
4	Alaska	152,760
5	California	150,696
6	New Jersey	141,000
7	Michigan	139,919
8	Florida	139,497
9	Connecticut	139,128
10	Virginia	138,028
11	New York	136,700
12	Pennsylvania	135,293
13	Rhode Island	133,216
14	Nevada	130,000
15	Maryland	128,352
16	Washington	128,143
17	Arkansas	126,111
18	Iowa	126,020
19	<b>Hawaii</b>	<b>125,856</b>
20	South Carolina	125,265
21	Texas	125,000
22	Tennessee	122,580
	<b>National Average</b>	<b>122,559</b>
23	Kentucky	121,744
24	Minnesota	121,712
25	Arizona	120,750
26	New Hampshire	120,000
27	Oklahoma	118,450
28	Nebraska	117,333
29	Ohio	116,100
30	West Virginia	116,000
31	North Carolina	115,289
32	Indiana	115,282
33	Kansas	114,813
34	Utah	114,400
35	Georgia	113,470
36	Vermont	113,369
37	Colorado	113,232
38	Massachusetts	112,777
39	Wisconsin	112,457
40	Alabama	111,973
41	Louisiana	110,964
42	Missouri	108,000
43	Wyoming	106,100
44	Maine	105,300
45	Mississippi	104,170
46	South Dakota	104,041
47	Idaho	103,600
48	North Dakota	98,070
49	New Mexico	96,531
50	Oregon	95,800
51	Montana	94,093

Source: "Survey of Judicial Salaries" published by the National Center for State Courts, Vol. 31, No. 1.

## ADJUSTED SALARY COMPARISON AMONG STATES, 2006: COURT ADMINISTRATORS (eff. 7/1/2006)

Rank	State	Actual Salary	Adj. Salary	ACCRA Factor <sup>5</sup>
1	Illinois	\$171,991	\$177,171	97.08
2	Arizona <sup>2</sup>	172,125	164,772	104.46
3	Iowa <sup>1</sup>	145,430	153,872	94.51
4	Pennsylvania	152,039	150,242	101.20
5	Michigan	142,381	142,734	99.75
6	Georgia	131,580	140,579	93.60
7	Oklahoma	124,200	139,057	89.32
8	Tennessee	123,600	136,049	90.85
9	Virginia	140,556	135,951	103.39
10	California <sup>3</sup>	184,512	134,617	137.06
11	Ohio	129,130	134,172	96.24
12	Kentucky	121,744	131,888	92.31
13	Alaska	163,200	128,901	126.61
14	Florida	130,950	127,677	102.56
15	Missouri	115,000	126,905	90.62
16	Connecticut	159,984	125,898	127.07
17	South Carolina	118,672	125,873	94.28
18	Kansas	114,813	125,817	91.25
19	Wisconsin	119,205	124,282	95.91
20	Delaware	125,800	124,099	101.37
21	North Carolina	118,602	123,285	96.20
22	Louisiana	117,195	122,599	95.59
23	Minnesota	121,712	122,014	99.75
	<b>National Average</b>		<b>120,117</b>	
24	Utah	114,400	119,902	95.41
25	Colorado	120,807	119,510	101.09
26	New York	147,600	118,823	124.22
27	Nebraska	106,000	117,627	90.12
28	Washington	121,736	117,340	103.75
29	Texas	104,500	116,763	89.50
30	District of Columbia	165,200	116,263	142.09
31	West Virginia	111,000	116,165	95.55
32	Maryland	130,200	115,990	112.25
33	Alabama	105,105	114,079	92.13
34	Arkansas	99,596	113,218	87.97
35	New Jersey	150,000	112,885	132.88
36	Idaho	105,100	112,744	93.22
37	Oregon <sup>6</sup>	119,448	111,790	106.85
38	Indiana	104,559	109,555	95.44
39	South Dakota	98,992	106,691	92.78
40	New Mexico	105,120	104,172	100.91
41	Nevada	116,688	103,166	113.11
42	Wyoming	104,114	101,557	102.52
43	Massachusetts	122,050	98,444	123.98
44	North Dakota	89,232	96,154	92.80
45	Vermont	113,369	95,879	118.24
46	Rhode Island	118,846	95,246	124.78
47	Montana <sup>4</sup>	90,542	89,514	101.15
48	Mississippi	69,100	76,104	90.80
<b>49</b>	<b>Hawaii</b>	<b>108,675</b>	<b>67,676</b>	<b>160.58</b>
	Maine	105,300	N/A	N/A
	New Hampshire	97,900	N/A	N/A

Source: "Survey of Judicial Salaries" published by the National Center for State Courts, Vol. 31, No. 1.  
except for the "Adj. Salary" column which is calculated using the "Actual Salary" column divided by the ACCRA factor, times 100.

<sup>1</sup> Iowa has a range from \$95,055 to \$145,430.

<sup>2</sup> Arizona has a range from \$105,808 to \$172,125.

<sup>3</sup> California has a range from \$167,760 to \$184,512.

<sup>4</sup> Longevity supplement may apply.

<sup>5</sup> Also see ACCRA notes from the Adjusted General Trial Court listing.

<sup>6</sup> Oregon has a range from \$89,160 to \$119,448.

The following states tie the administrator salary to another:

District of Columbia: tied to salary of Superior Court.

Colorado: tied to salary of Court of Appeals.

Minnesota: cannot exceed salary of District Court Judge.

Missouri: tied to salary of Court of Appeals.

Washington: Approximately 95% of Superior Court Judge salary.

Wisconsin: tied to salary of Court of Appeals.

**SALARY COMPARISON AMONG STATES, 2006: INTERMEDIATE APPELLATE COURT (eff. 7/1/2006)**

<b>Rank</b>	<b>State<sup>1</sup></b>	<b>Actual Salary<sup>2</sup></b>
1	California	\$172,452
2	Illinois	171,991
3	Georgia	156,814
4	Alaska	156,084
5	Michigan	151,441
6	Alabama	151,027
7	Pennsylvania	150,903
8	New Jersey	150,000
9	Florida	148,524
10	Connecticut	144,680
11	New York	144,000
12	Virginia	141,248
13	Texas	137,500
14	Indiana	134,968
15	Washington	134,598
16	Maryland	134,552
17	Iowa	134,060
	<b>National Average</b>	<b>132,102</b>
18	Arkansas	130,253
19	Minnesota	129,656
<b>20</b>	<b>Hawaii</b>	<b>129,375</b>
21	South Carolina	128,561
22	Tennessee	128,100
23	Kentucky	127,072
24	Ohio	126,250
25	Oklahoma	124,200
26	Arizona	123,900
27	North Carolina	121,915
28	Kansas	121,310
29	Nebraska	120,504
30	Utah	120,100
31	Wisconsin	119,205
32	Colorado	118,101
33	Massachusetts	117,467
34	Louisiana	117,195
35	Missouri	115,000
36	Idaho	109,500
37	Mississippi	105,050
38	Oregon	102,800
39	New Mexico	101,612
	Delaware	N/A
	District of Columbia	N/A
	Maine	N/A
	Montana	N/A
	Nevada	N/A
	New Hampshire	N/A
	North Dakota	N/A
	Rhode Island	N/A
	South Dakota	N/A
	Vermont	N/A
	West Virginia	N/A
	Wyoming	N/A

Source: "Survey of Judicial Salaries" published by the National Center for State Courts, Vol. 31, No. 1.

<sup>1</sup> Not all states have an intermediate appellate court.

<sup>2</sup> This table reflects the salary for an Associate Judge in an intermediate appellate court.



## ADJUSTED SALARY COMPARISON AMONG STATES, 2006: INTERMEDIATE APPELLATE COURT (eff. 7/1/2006)

Rank	State <sup>1</sup>	Actual Salary <sup>2</sup>	Adj. Salary	ACCRA Factor <sup>3</sup>
1	Illinois	\$166,658	\$171,677	97.08
2	Georgia	156,814	167,539	93.60
3	Alabama	151,027	163,922	92.13
4	Texas	137,500	153,636	89.50
5	Michigan	151,441	151,816	99.75
6	Pennsylvania	150,903	149,120	101.20
7	Arkansas	127,431	144,860	87.97
8	Florida	148,524	144,811	102.56
9	Kentucky	126,672	137,227	92.31
10	Virginia	141,248	136,620	103.39
11	Tennessee	123,888	136,366	90.85
12	Indiana	129,800	136,002	95.44
13	South Carolina	124,817	132,390	94.28
14	Ohio	126,250	131,180	96.24
15	Iowa	123,120	130,267	94.51
16	Washington	134,598	129,737	103.75
17	Nebraska	116,711	129,514	90.12
18	Kansas	116,971	128,182	91.25
19	Minnesota	127,740	128,057	99.75
20	Missouri	115,000	126,905	90.62
	<b>National Average</b>		<b>126,624</b>	
21	California	170,694	124,536	137.06
22	Wisconsin	119,205	124,282	95.91
23	Utah	116,600	122,208	95.41
24	Oklahoma	108,336	121,296	89.32
25	North Carolina	115,559	120,122	96.20
26	Arizona	123,900	118,607	104.46
27	Louisiana	112,041	117,207	95.59
28	New York	144,000	115,925	124.22
29	Mississippi	105,050	115,698	90.80
30	Maryland	128,302	114,299	112.25
31	Connecticut	144,680	113,855	127.07
32	Colorado	114,996	113,761	101.09
33	New Jersey	150,000	112,885	132.88
34	Idaho	103,168	110,671	93.22
35	New Mexico	101,612	100,695	100.91
36	Oregon	102,800	96,209	106.85
37	Massachusetts	117,467	94,747	123.98
38	Alaska	118,584	93,662	126.61
<b>39</b>	<b>Hawaii</b>	<b>125,000</b>	<b>77,842</b>	<b>160.58</b>
	Delaware	N/A	N/A	101.37
	District of Columbia	N/A	N/A	142.09
	Maine	N/A	N/A	N/A
	Montana	N/A	N/A	101.15
	Nevada	N/A	N/A	113.11
	New Hampshire	N/A	N/A	N/A
	North Dakota	N/A	N/A	92.80
	Rhode Island	N/A	N/A	124.78
	South Dakota	N/A	N/A	93
	Vermont	N/A	N/A	118.24
	West Virginia	N/A	N/A	95.55
	Wyoming	N/A	N/A	102.52

Source: "Survey of Judicial Salaries" published by the National Center for State Courts, Vol. 31, No. 1.  
except for the "Adj. Salary" column which is calculated using the "Actual Salary" column divided by the ACCRA factor, times 100.

<sup>1</sup> Not all states have an intermediate appellate court.

<sup>2</sup> This table reflects the salary for an Associate Judge of intermediate appellate courts.

<sup>3</sup> Also see ACCRA notes from the Adjusted General Trial Court listing.

**SALARY COMPARISON AMONG STATES, 2006: HIGHEST COURT\* (eff. 7/1/2006)**

<b>Rank</b>	<b>State</b>	<b>Actual Salary</b>
1	Delaware	\$184,300
2	California	183,946
3	Illinois	182,739
4	District of Columbia	175,100
5	Alaska	165,204
6	Michigan	164,610
7	Virginia	162,182
8	Florida	160,375
9	New Jersey	158,500
10	Georgia	157,779
11	Pennsylvania	155,783
12	Connecticut	154,047
13	Alabama	152,027
14	New York	151,200
15	Texas	150,000
16	Rhode Island	147,964
17	Maryland	144,352
18	Iowa	144,000
19	Washington	141,394
20	Nevada	140,000
<b>21</b>	<b>Hawaii</b>	<b>139,725</b>
22	Indiana	138,844
23	Minnesota	137,601
	<b>National Average</b>	<b>137,074</b>
24	Ohio	135,450
25	Arkansas	134,392
26	Tennessee	134,364
27	Kentucky	132,412
28	South Carolina	131,858
29	Oklahoma	131,100
30	New Hampshire	128,000
31	North Carolina	127,215
32	Massachusetts	126,943
33	Nebraska	126,847
34	Arizona	126,525
35	Wisconsin	126,358
36	Utah	125,850
37	Louisiana	123,625
38	Kansas	123,590
39	Missouri	123,000
40	Colorado	122,972
41	West Virginia	121,000
42	Vermont	119,254
43	Mississippi	112,530
44	Maine	112,300
45	Wyoming	111,400
46	South Dakota	111,389
47	Idaho	110,500
48	North Dakota	107,210
49	New Mexico	106,960
50	Oregon	105,199
51	Montana	100,884

Source: "Survey of Judicial Salaries" published by the National Center for State Courts, Vol. 31, No. 1.

\* Note: This table reflects the salary for an Associate Justice of the court of last resort.

## ADJUSTED SALARY COMPARISON AMONG STATES, 2006: HIGHEST COURT (eff. 7/1/2006)

Rank	State	Actual Salary <sup>1</sup>	Adj. Salary	ACCRA Factor <sup>2</sup>
1	Illinois	182,739	188,242	97.08
2	Delaware	184,300	181,808	101.37
3	Georgia	157,779	168,570	93.60
4	Texas	150,000	167,603	89.50
5	Michigan	164,610	165,018	99.75
6	Alabama	152,027	165,007	92.13
7	Virginia	162,182	156,868	103.39
8	Florida	160,375	156,366	102.56
9	Pennsylvania	155,783	153,942	101.20
10	Arkansas	134,392	152,773	87.97
11	Iowa	144,000	152,359	94.51
12	Tennessee	134,364	147,897	90.85
13	Oklahoma	131,100	146,783	89.32
14	Indiana	138,844	145,479	95.44
15	Kentucky	132,412	143,445	92.31
16	Nebraska	126,847	140,761	90.12
17	Ohio	135,450	140,739	96.24
18	South Carolina	131,858	139,859	94.28
19	Minnesota	137,601	137,942	99.75
20	Washington	141,394	136,288	103.75
21	Missouri	123,000	135,733	90.62
22	Kansas	123,590	135,435	91.25
23	California	183,946	134,204	137.06
	<b>National Average</b>	137,074	133,792	N/A
24	North Carolina	127,215	132,239	96.20
25	Utah	125,850	131,902	95.41
26	Wisconsin	126,358	131,740	96
27	Alaska	165,204	130,484	126.61
28	Louisiana	123,625	129,325	95.59
29	Maryland	144,352	128,597	112.25
30	West Virginia	121,000	126,631	95.55
31	Mississippi	112,530	123,936	90.80
32	Nevada	140,000	123,777	113.11
33	District of Columbia	175,100	123,230	142.09
34	New York	151,200	121,721	124.22
35	Colorado	122,972	121,652	101.09
36	Connecticut	154,047	121,226	127.07
37	Arizona	126,525	121,120	104.46
38	South Dakota	111,389	120,053	92.78
39	New Jersey	158,500	119,282	132.88
40	Rhode Island	147,964	118,581	124.78
41	Idaho	110,500	118,537	93.22
42	North Dakota	107,210	115,526	92.80
43	Wyoming	111,400	108,664	103
44	New Mexico	106,960	105,995	100.91
45	Massachusetts	126,943	102,391	123.98
46	Vermont	119,254	100,856	118.24
47	Montana	100,884	99,739	101.15
48	Oregon	105,199	98,454	106.85
<b>49</b>	<b>Hawaii</b>	<b>139,725</b>	<b>87,012</b>	<b>160.58</b>
	Maine	112,300	N/A	N/A
	New Hampshire	128,000	N/A	N/A

Source: "Survey of Judicial Salaries" published by the National Center for State Courts, Vol. 31, No. 1.  
except for the "Adj. Salary" column which is calculated using the "Actual Salary" column divided by the ACCRA factor, times 100.

<sup>1</sup> This column reflects the salary for an Associate Justice of the court of last resort.

<sup>2</sup> Also see ACCRA notes from the Adjusted General Trial Court listing.



Table 5.4

## COMPENSATION OF JUDGES OF APPELLATE COURTS AND GENERAL TRIAL COURTS

State or other jurisdiction	Court of last resort	Chief Justice salaries	Associate Justice salaries	Intermediate appellate court	Chief/Presiding salaries	Judges salaries	General trial courts	Salary
Alabama	Supreme Court	\$153,000	\$152,000	Court of Criminal Appeals	\$152,000	\$151,000	Circuit courts	\$112,000
Alaska	Supreme Court	126,000	126,000	Court of Appeals	119,000	119,000	Superior courts	(e)
Arizona	Supreme Court	129,000	127,000	Court of Appeals	124,000	124,000	Superior courts	121,000
Arkansas	Supreme Court	142,000	132,000	Court of Appeals	129,000	127,000	Chancery courts	123,000
California	Supreme Court	199,000	182,000	Court of Appeals	178,000	171,000	Superior court	149,000
Colorado	Supreme Court	122,000	120,000	Court of Appeals	118,000	115,000	District courts	110,255
Connecticut	Supreme Court	166,000	154,000	Appellate Court	152,000	145,000	Superior courts	139,000
Delaware	Supreme Court	189,000	180,000	District Court of Appeals	149,000	149,000	Superior courts	164,000
Florida	Supreme Court	160,000	160,000	Court of Appeals	157,000	157,000	Circuit courts	139,000
Georgia	Supreme Court	158,000	154,000	Court of Appeals	130,000	125,000	Superior courts	(a)
Hawaii	Supreme Court	140,000	135,000	Intermediate Court	130,000	125,000	Circuit courts	122,000
Idaho	Supreme Court	106,000	104,000	Court of Appeals	103,000	103,000	District courts	99,000
Illinois	Supreme Court	177,000	177,000	Court of Appeals	167,000	167,000	Circuit courts	153,000
Indiana	Supreme Court	134,000	134,000	Court of Appeals	130,000	130,000	Circuit courts	110,000
Iowa	Supreme Court	133,000	128,000	Court of Appeals	128,000	123,000	District courts	117,000
Kansas	Supreme Court	124,000	121,000	Court of Appeals	120,000	117,000	District courts	106,000
Kentucky	Supreme Court	137,000	132,000	Court of Appeals	130,000	127,000	Circuit courts	121,000
Louisiana	Supreme Court	124,000	118,000	Court of Appeals	118,000	112,000	District courts	106,000
Maine	Supreme Judicial Court	125,000	108,000	...	...	...	Superior courts	102,000
Maryland	Court of Appeals	156,000	137,000	Court of Special Appeals	131,000	128,000	Circuit courts	123,000
Massachusetts	Supreme Judicial Court	132,000	127,000	Appellate Court	122,000	117,000	Superior courts	113,000
Michigan	Supreme Court	165,000	165,000	Court of Appeals	151,000	151,000	Circuit courts	140,000
Minnesota	Supreme Court	149,000	136,000	Court of Appeals	134,000	128,000	District courts	120,000
Mississippi	Supreme Court	115,000	113,000	Court of Appeals	108,000	105,000	Chancery courts	104,000
Missouri	Supreme Court	126,000	123,000	Court of Appeals	115,000	115,000	Circuit courts	108,000
Montana	Supreme Court	102,000	101,000	...	...	...	District courts	94,000
Nebraska	Supreme Court	123,000	123,000	Court of Appeals	117,000	117,000	District courts	114,000
Nevada	Supreme Court	(f)	(f)	...	...	...	District courts	(g)
New Hampshire	Supreme Court	132,000	128,000	...	...	150,000	Superior courts	120,000
New Jersey	Supreme Court	164,000	159,000	Appellate division of	...	...	Superior courts	141,000
New Mexico	Supreme Court	109,000	107,000	Court of Appeals	104,000	102,000	District courts	97,000
New York	Court of Appeals	156,000	151,000	Appellate divisions of	148,000	144,000	Superior courts	137,000
North Carolina	Supreme Court	124,000	121,000	Court of Appeals	118,000	116,000	Superior courts	109,000
North Dakota	Supreme Court	106,000	103,000	...	...	...	District courts	94,000
Ohio	Supreme Court	144,000	135,000	Court of Appeals	126,000	126,000	Courts of common pleas	116,000
Oklahoma	Supreme Court	118,000	114,000	Court of Appeals	110,000	108,000	District courts	103,000
Oregon	Supreme Court	104,000	105,000	Court of Appeals	103,000	103,000	Circuit courts	96,000
Pennsylvania	Supreme Court	160,000	156,000	Superior Court	153,000	151,000	Courts of common pleas	135,000
Rhode Island	Supreme Court	158,000	144,000	...	...	...	Superior courts	129,000
South Carolina	Supreme Court	134,000	128,000	Court of Appeals	127,000	125,000	Circuit courts	122,000
South Dakota	Supreme Court	110,000	108,000	...	...	...	Circuit courts	101,000
Tennessee	Supreme Court	130,000	130,000	Court of Appeals	124,000	124,000	Chancery courts	119,000
Texas	Supreme Court	153,000	150,000	Court of Appeals	(h)	(b)	District courts	(c)
Utah	Supreme Court	124,000	122,000	Court of Appeals	118,000	117,000	District courts	111,000
Vermont	Supreme Court	125,000	119,000	...	...	...	Superior/District/Family	113,000
Virginia	Supreme Court	159,000 (d)	149,000 (d)	Court of Appeals	142,000 (d)	141,000 (d)	Circuit courts	138,000
Washington	Supreme Court	141,000	141,000	Court of Appeals	135,000	135,000	Superior courts	128,000
West Virginia	Supreme Court	121,000	121,000	...	...	...	Circuit courts	116,000
Wisconsin	Supreme Court	134,000	126,000	Court of Appeals	119,000	119,000	Circuit courts	112,000
Wyoming	Supreme Court	111,000	111,000	...	...	...	District courts	106,000
Dist. of Columbia	Court of Appeals	176,000	175,000	...	...	...	Superior courts	165,000
American Samoa	High Court	120,000	115,000	...	...	...	District courts	76,000
Guam	Supreme Court	(h)	(i)	...	...	...	Superior courts	(j)
N. Mariana Islands	Commonwealth	130,000	126,000	...	...	...	Superior courts	120,000
Puerto Rico	Supreme Court	125,000	120,000	Appellate Court	105,000	105,000	Superior courts	90,000
U.S. Virgin Islands	Territorial Court	145,000	135,000	...	...	...	...	...

Source: National Center for State Courts, *Survey of Judicial Salaries* Vol. 30 No. 2 (as of January 2006).

Note: Compensation is shown in rounded to the nearest thousand, and is reported according to most recent legislation, even though laws may not yet have taken effect. There are other non-salary forms of judicial compensation that can be a significant part of a judge's compensation package. It should be noted that many of these can be important to judges or attorneys who might be interested in becoming judges or justices. These include retirement, disability, and death benefits, expense accounts, vacation, holiday, and sick leave and vesting forms of insurance coverage.

(a) Salary range is between \$113,000 and \$166,000.

(b) Salary range is between \$138,000 and \$145,000, based on local supplements.

(c) Salary range is between \$125,000 and \$133,000, Associates \$76,000 and \$83,000, based on local supplements.

(d) Plus \$6,500 in lieu of travel, lodging and other expenses.

(e) Salary range is between \$116,000 and \$123,000, varies by location and cost of living.

(f) Salary range is between \$140,000 and \$171,000 and may include longevity pay.

(g) Salary range is between \$130,000 and \$159,000 and may include longevity pay and may be dependent on election cycle.

(h) Salary range is between \$128,000 and \$161,000.

(i) Salary range is between \$126,000 and \$154,000.

(j) Salary range is between \$100,000 and \$127,000.



**Table 5.5**  
**SELECTED DATA ON COURT ADMINISTRATIVE OFFICES**

State or other jurisdiction	Title	Established	Appointed by (a)	Salary
Alabama	Administrative Director of Courts	1971	CJ (b)	\$105,000
Alaska	Administrative Director	1959	CJ (b)	124,000
Arizona	Administrative Director of Courts	1960	SC	(g)
Arkansas	Director, Administrative Office of the Courts	1965	CJ (c)	97,000
California	Administrative Director of the Courts	1960	JC	(h)
Colorado	State Court Administrator	1959	SC	118,000
Connecticut	Chief Court Administrator (d)	1965	CJ	160,000
Delaware	Director, Administrative Office of the Courts	1971	CJ	122,000
Florida	State Courts Administrator	1972	SC	131,000
Georgia	Director, Administrative Office of the Courts	1973	JC	132,000
Hawaii	Administrative Director of the Courts	1959	CJ (b)	105,000
Idaho	Administrative Director of the Courts	1967	SC	99,000
Illinois	Administrative Director of the Courts	1959	SC	167,000
Indiana	Executive Director, Division of State Court Administration	1975	CJ	103,000
Iowa	Court Administrator	1971	SC	(i)
Kansas	Judicial Administrator	1965	CJ	106,000
Kentucky	Administrative Director of the Courts	1976	CJ	121,000
Louisiana	Judicial Administrator	1954	SC	112,000
Maine	Court Administrator	1975	CJ	102,000
Maryland	State Court Administrator	1955	CJ (b)	129,000
Massachusetts	Chief Justice for Administration & Management	1978	SC	122,000
Michigan	State Court Administrator	1952	SC	142,000
Minnesota	State Court Administrator	1963	SC	120,000
Mississippi	Court Administrator	1974	SC	69,000
Missouri	State Courts Administrator	1970	SC	115,000
Montana	State Court Administrator	1975	SC	90,000
Nebraska	State Court Administrator	1972	CJ	103,000
Nevada	Director, Office of Court Administration	1971	SC	112,000
New Hampshire	Director of the Administrative Office of the Court	1980	SC	98,000
New Jersey	Administrative Director of the Courts	1948	CJ	150,000
New Mexico	Director, Administrative Office of the Courts	1959	SC	105,000
New York	Chief Administrator of the Courts	1978	CJ	148,000
North Carolina	Director, Administrative Office of the Courts	1965	CJ	112,000
North Dakota	Court Administrator (h)	1971	CJ	82,500
Ohio	Administrative Director of the Courts	1955	SC	129,000
Oklahoma	Administrative Director of the Courts	1967	SC	108,000
Oregon	Court Administrator	1971	SC	119,000
Pennsylvania	Court Administrator	1968	SC	147,000
Rhode Island	State Court Administrator	1969	CJ	115,000
South Carolina	Director of Court Administration	1973	CJ	115,000
South Dakota	State Court Administrator	1974	SC	96,000
Tennessee	Director	1963	SC	120,000
Texas	Administrative Director of the Courts (i)	1977	SC	98,000
Utah	Court Administrator	1973	SC	111,000
Vermont	Court Administrator	1967	SC	113,000
Virginia	Executive Secretary to the Supreme Court	1952	SC	141,000
Washington	Administrator for the Courts	1957	SC (e)	122,000
West Virginia	Administrative Director of the Supreme Court of Appeals	1975	SC	105,000
Wisconsin	Director of State Courts	1978	SC	119,000
Wyoming	Court Coordinator	1974	SC	95,000
Dist. of Columbia	Executive Officer, Courts of D.C.	1971	(f)	165,200
American Samoa	Administrator/Comptroller	N.A.	N.A.	(j)
Guam	Administrative Director of Superior Court	N.A.	CJ (m)	90,000
No. Mariana Islands				70,000
Puerto Rico	Administrative Director of the Courts	1952	CJ	111,000
U.S. Virgin Islands	Court/Administrative Clerk	N.A.	N.A.	88,500

Source: Salary information was taken from National Center for State Courts, *Survey of Judicial Salaries* Vol. 30 No. 2 (as of January 2006).

Note: Compensation shown is rounded to the nearest thousand, and is reported according to most recent legislation, even though laws may not yet have taken effect. Other information from State Court Administrator Web sites.

**Key:**

SC — State court of last resort.  
CJ — Chief justice or chief judge of court of last resort.  
JC — Judicial council.  
N.A. — Not available.

(a) Term of office for all court administrators is at pleasure of appointing authority.

(b) With approval of Supreme Court.

(c) With approval of Judicial Council.

(d) Administrator is an associate judge of the Supreme Court.

(e) Appointed from list of five submitted by governor.

(f) Joint Committee on Judicial Administration.

(g) Salary range is between \$101,000 and \$163,000.

(h) Salary range is between \$168,000 and \$185,000.

(i) Salary range is between \$95,000 and \$143,000.

(j) Salary range is between \$29,000 and \$63,000, plus \$1,170/yr. increment.

### HISTORY OF STATE EXECUTIVE ANNUAL SALARIES

Dept		1/1/1986	1/1/1989	1/1/1990	7/1/2004	7/1/2005	7/1/2006
	Gov	80,000.00	90,699.00	94,780.00	--	--	**112,000.00
	Lt. Gov	76,000.00	86,164.00	90,041.00	--	--	**100,000.00
	ADS	--	--	90,041.00	--	--	**100,000.00
AG	Dept Head	68,400.00	81,629.00	85,302.00	105,000.00	107,100.00	109,242.00
	1st Deputy	*61,560.00					
	2nd Deputy	*55,404.00	--				
	Deputies	--		72,886 - 77,966	91,350 - 96,600	93,177 - 98,532	95,040.54 - 100,502.64
DOH, DOT, DAGS, DCCA, TAX, B&F	Dept Head	68,400.00	84,629.00	85,302.00	100,000.00	102,000.00	104,040.00
	1st Deputy	*61,560.00					
	2nd Deputy	*55,404.00					
	Deputies	--	69,748 - 74,608	72,886 - 77,966	87,000 - 92,000	88,740 - 93,840	90,514.80 - 95,716.80
DHS,DLIR, DLNR,DBEDT	Dept Head	68,400.00	84,629.00	85,302.00	95,000.00	96,900.00	98,838.00
	1st Deputy	*61,560.00					
	2nd Deputy	*55,404.00					
	Deputies	--	69,748 - 74,608	72,886 - 77,966	82,650 - 87,400	84,303 - 89,148	85,989.06 - 90,930.96
DHRD,HHL, DOA,PSD	Dept Head	68,400.00	84,629.00	85,302.00	90,000.00	91,800.00	93,636.00
	1st Deputy	*61,560.00					
	2nd Deputy	*55,404.00					
	Deputies	--	69,748 - 74,608	72,886 - 77,966	78,300 - 82,800	79,866 - 84,456	81,463.32 - 86,145.12

**Footnotes:**

\*1<sup>st</sup> and 2<sup>nd</sup> Deputy single salary rate.

\*\*Effective December 4, 2006.

**Abbreviations:**

Gov = Governor; Lt. Governor; ADS = Administrative Director of the State (Chief of Staff). AG = Attorney General; DOH = Department of Health; DOT = Department of Transportation; DAGS = Department of Accounting and General Services; DCCA = Department of Commerce and Consumer Affairs; TAX = Department of Taxation; B&F = Department of Budget and Finance; DHS = Department of Human Services; DLIR = Department of Labor and Industrial Relations; DLNR = Department of Land and Natural Resources; DBEDT = Department of Business and Economic Development and Tourism; DHRD = Department of Human Resources Development; HHL = Department of Hawaiian Home Lands; DOA = Department of Agriculture; PSD = Department of Public Safety

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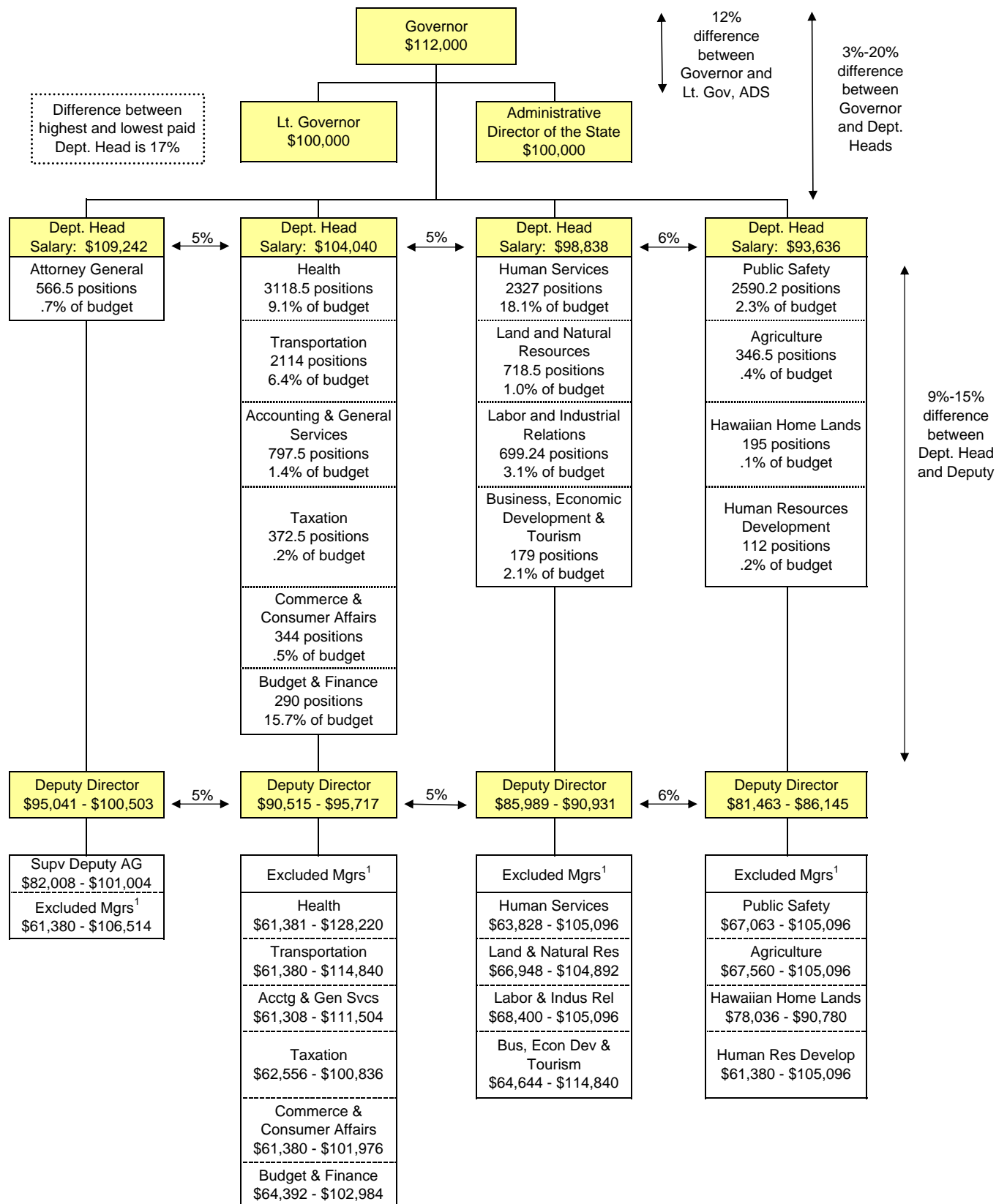
Footnote: H:\CCR\XAS\History of State Executive Pay Rates\_Footnote



## Twenty Year History of Judicial Salaries

	Chief Justice	Associate Justice	ICA Chief Judge	ICA Associate Judge	Circuit Court Judge	District/ Family Court Judge	Act
1/1/1986	\$80,000	\$78,500	\$75,500	\$73,500	\$69,500	\$59,500	Act 128, SLH 1986
7/1/1987							
7/1/1988							
1/1/1989	\$90,699	\$89,699	\$87,199	\$85,699	\$82,699	\$77,699	Act 72, SLH 1990
1/1/1990	\$94,780	\$93,780	\$91,280	\$89,780	\$86,780	\$81,780	Act 72, SLH 1990
7/1/1991							
7/1/1992							
7/1/1993							
7/1/1994							
7/1/1995							
7/1/1996							
7/1/1997							
7/1/1998							
7/1/1999	\$105,206	\$104,096	\$101,321	\$99,656	\$96,326	\$90,776	Act 65, SLH 1999 (but as amended by Act 2, SLH 2000)
7/1/2000	\$116,779	\$115,547	\$112,466	\$110,618	\$106,922	\$100,761	Act 2, SLH 2000 (also retroactively amended 1999)
7/1/2001							
7/1/2002							
7/1/2003							
7/1/2004							
7/1/2005	\$140,000	\$135,000	\$130,000	\$125,000	\$121,600	\$114,600	2004 Judicial Salary Commission Recommendations
7/1/2006	\$144,900	\$139,725	\$134,550	\$129,375	\$125,856	\$118,611	2004 Judicial Salary Commission Recommendations

A-30



Source: Position count and budget allocation for FY 2007 per Budget and Finance 2007-2009 Operating Budget.

Executive salaries effective 7/1/06; except the Governor, Lt. Gov., and ADS effective 12/4/06.

<sup>1</sup>Salaries of incumbents in salary ranges EM 5 and above as of 11/30/07.

## Department of Education and University of Hawaii Salaries

As of 9/30/06 (except as noted)

<u>Job Title</u>	<u>Annual Salary</u>	<u>No. of Employees</u>
<u>Department of Education</u>		
SUPT OF EDUCATION	\$150,000.00	1
DEPUTY SUPERINTENDENT	\$120,000.00	1
STATE LIBRARIAN*	\$120,000.00	1
ADM ASST TO THE SUPT	\$114,999.96	1
ASST SUPT, CURR/INST	\$114,999.96	1
ASST SUPT, INFO/TECH SVCS	\$114,999.96	1
COMPLEX AREA SUPT	\$114,999.96	14
<u>University of Hawaii</u>		
PRESIDENT & PROFESSOR	\$360,000.00	1
VICE CHANCELLOR, UHM	\$257,280.00	1
INTERIM CHANCELLOR & PROFESSOR	\$254,016.00	1
CHANCELLOR	\$239,376.00	1
VICE CHANCELLOR, UHM	\$215,016.00	1
VICE CHANCELLOR, UHM	\$212,880.00	1
CHANCELLOR	\$191,016.00	1
VICE CHANCELLOR, UHM	\$169,608.00	1
CHANCELLOR	\$150,696.00	1
CHANCELLOR	\$148,248.00	1
ASSOC VICE PRES & PROF (CC)	\$146,976.00	1
ASSOCIATE VICE PRESIDENT	\$135,816.00	1
PROF/FACULTY SENATE PRESIDENT	\$133,665.24	1
CHANCELLOR	\$132,696.00	1
ASSOCIATE VICE PRESIDENT	\$132,264.00	1
INTERIM CHANCELLOR	\$131,976.00	1
CHANCELLOR & ASSOC. PROF., CC	\$130,680.00	1
CHANCELLOR	\$126,360.00	2
ASSOCIATE VICE PRESIDENT	\$124,872.00	1
ASST VICE CHANCELLOR, UHM	\$123,000.00	1
VICE CHANCELLOR (UHWO)	\$120,000.00	1
CHANCELLOR	\$118,464.00	1
INTERIM ASSOC VICE PRESIDENT	\$117,480.00	1
INTERIM VICE CHANCELLOR, UHM	\$114,000.00	1
INTERIM ASST VICE CHANCELLOR	\$110,616.00	1
ASSOC VICE CHANCELLOR, UHM	\$106,032.00	1
VICE CHANCELLOR (CC) & PROF, CC	\$94,632.00	1
VICE CHANCELLOR (CC)	\$94,296.00	1
ADMIN ASST TO CHANCELLOR, UHM	\$84,960.00	1
VICE CHANCELLOR (CC)	\$83,328.00	1
VICE CHANCELLOR (CC)	\$80,112.00	1
IER CHANCELLOR	\$42,489.60	1

\*As of 1/1/07



### Summary of Collective Bargaining Increases for Bargaining Units in the Executive Branch

#### Contract Period 7/03 to 6/05

	<u>Group 1</u>	<u>Group 2</u>
1st year	0%	4-6%
2nd year	7-10%	4-6%

Some bargaining units received 0% in the first year and 7-10% in the second year. Others received 4-6% in the first year and 4-6% in the second year.

Group 1 includes: Bargaining Unit 1 - Blue Collar, Non-supervisory  
 Bargaining Unit 2 - Blue Collar, Supervisory  
 Bargaining Unit 3 - White Collar, Non-supervisory  
 Bargaining Unit 4 - White Collar, Supervisory  
 Bargaining Unit 13 - Professional and Scientific

Group 2 includes: Bargaining Unit 9 - Registered Professional Nurse  
 Bargaining Unit 10 - Institutional, Health and Correctional Worker  
 Bargaining Unit 11 - Firefighter

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#### Contract Period 7/05 to 6/07

1st year	4-7%
2nd year	4-8%

# The Judiciary, State of Hawaii

January 10, 2007

Presentation to the  
Commission on Salaries



A-34

# Goal:

- To establish a means for setting judicial salaries that provide a regular and equitable review of appropriate salary levels.



# Objectives:

- To create the most qualified judicial applicant pool.
- To retain an experienced judiciary by providing fair and just compensation for Hawaii's justices, judges, and administrative officers.
- To have all salaries, adjusted for the cost of living, at the national average.

# The Objectives, Restated

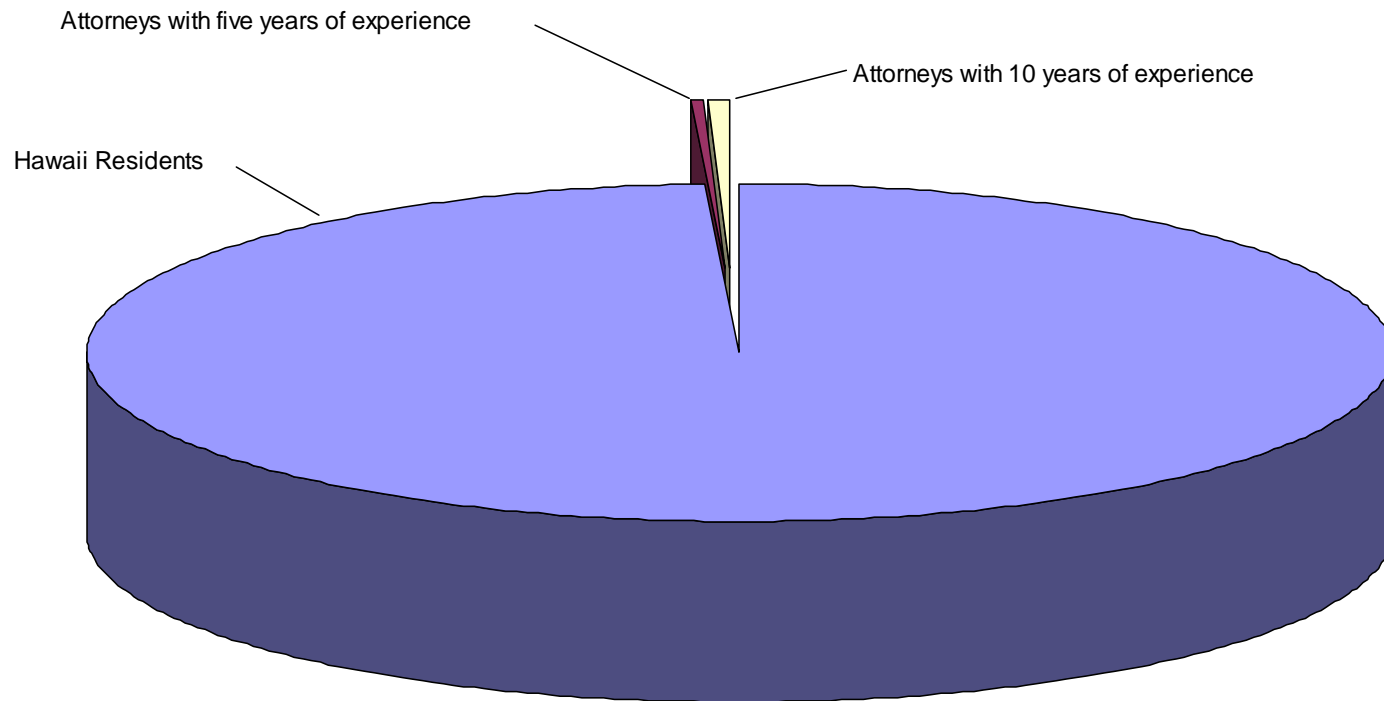
To have good judges, a state must be able to get good lawyers to leave the practice of law. To do this, judicial salaries need not equal, but must have a reasonable relationship to the compensation of the more competent and experienced practicing attorneys from whose ranks judges should come, and to whose ranks they can return. It is axiomatic in business that you get what you pay for. Because of this correlation between quality and compensation, a state cannot expect to attract and retain good judges and thereby maintain a quality court system at compensation levels that are comparable to those of the less experienced or less competent lawyers.

# Pool of Eligible Individuals<sup>1</sup>

US Citizens <sup>2</sup>	299,398,484
Residents of Hawaii <sup>2</sup>	1,285,498
Licensed to practice law <sup>3</sup>	6,884
Five years of experience <sup>3</sup>	6,081
Ten years of experience <sup>3</sup>	5,491
<p><sup>1</sup> Hawaii Constitution, Article VI, Section 3.</p> <p><sup>2</sup> US Census Bureau, Table 1: Annual Estimates of the Population for the United States, Regions, and States and for Puerto Rico: April 1, 2000 to July 1, 2006.</p> <p><sup>3</sup> 12/26/06 email from Lyn Flanigan, Executive Director, Hawaii State Bar Association.</p>	



# Pool of Eligible Individuals



# A Brief History

- July 8, 2002 – The Cades Foundation contracted with the National Center for State Courts (NCSC) to conduct a study of salary setting mechanisms and, based on this study, to propose a model for setting judicial salaries in Hawaii.

# NCSC Findings

- January 2003 – The NCSC report found the following impediments to meeting the Judiciary's goal and objectives:
  - Advisory nature of the commission.
  - Process is unduly politicized.
  - Irregularity of salary increases.
  - Lack of equitable compensation (for the Judiciary, Legislature, and Executive Branches).



# NCSC Model Proposed

1. Unitary commission.
2. Broad-based membership.
3. Force of law salary recommendations.
4. Regularity in salary adjustments.
5. Objective criteria for salary determination.

# NCSC Model: 1. Unitary Commission

- Creation of a salary commission for elected legislative and executive branch officials, judges, top appointed officials of the judiciary, department heads and executive officers and their deputies or assistants, and possibly legislative office heads and their deputies or assistants.

# NCSC Model: 2. Broad-Based Membership

- Includes experts on finance, benefits, and personnel procedures.



# NCSC Model: 3. Force of Law

- Salary recommendations with the force of law unless rejected by the Legislature and a general depoliticization of the salary process.

# NCSC Model: 4. Regularity in Salary Adjustments

- Regularity in salary adjustments, possibly best achieved by an escalator that ensures that real dollar value compensation does not shrink over time. Examples include cost of living indexes or mirroring the increases given to other state employees such as those in the Excluded Managerial Compensation Plan.

# NCSC Model: 5. Objective Criteria for Salary Determination

- Objective criteria that among other things ensure that the salary of top officials is not less than that of managers who answer to them.



# Objective Criteria Defined

- Skill and experience for the position.
- Time required and opportunity for other earned income.
- Overall compensation package for those in a state retirement system.
- Cost of living as measured by available indices.

» Cont.

# Objective Criteria (cont.)

- Average percentage salary increases received by managers in the excluded managerial compensation plan.
- Compare positions in other states, the federal government, or urbanized local governments.
- Comparable positions in the private sector.

# Criteria 1: Skill & Experience

- Ten years as a licensed attorney to meet the minimum requirement for the Supreme Court, Intermediate Court of Appeals, and Circuit Courts.
- Five years as a licensed attorney to meet the minimum requirement for the District Courts.



# Criteria 2: Time Required & Opportunity for Other Earned Income

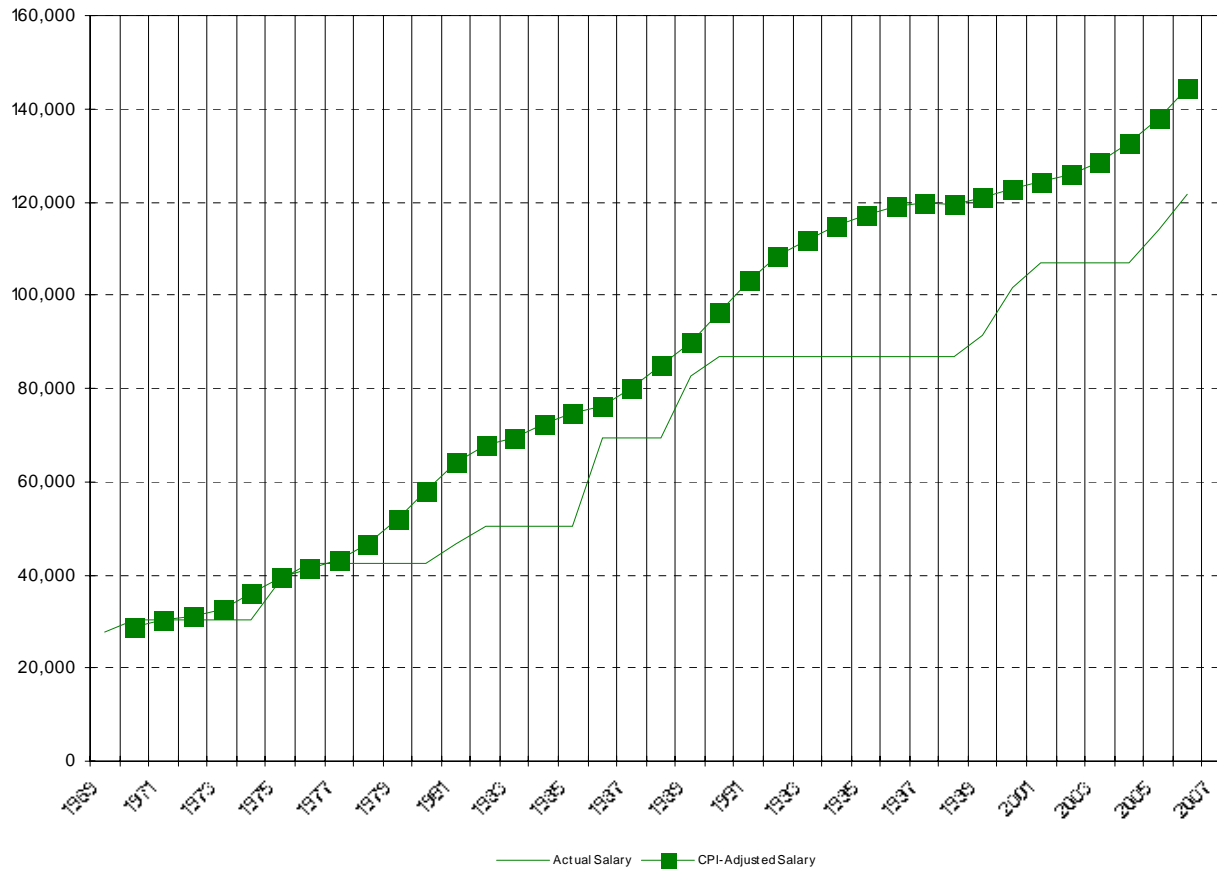
- For the most part, justices and judges are full time employees. Further, under the Constitution, unlike legislators, they are prohibited from practicing law, or from running for or holding any other office or position of profit. In other words, they may not receive earned income from any other source.

# Criteria 3: Overall Compensation Package

- Justices and Judges are covered by the Hawaii Employees' Retirement System.
- Prior to 1999, retirement eligibility requirements were similar to legislators (i.e., 10 years of service or age 55 and five years of service). After 1999, 25 years of service or age 55 and five years.
- Judges are not included in the new hybrid plan.
- Retirement is mandatory at age 70.

# Criteria 4: Cost of Living

General Trial Courts Consumer Price Index vs. Actual Salary



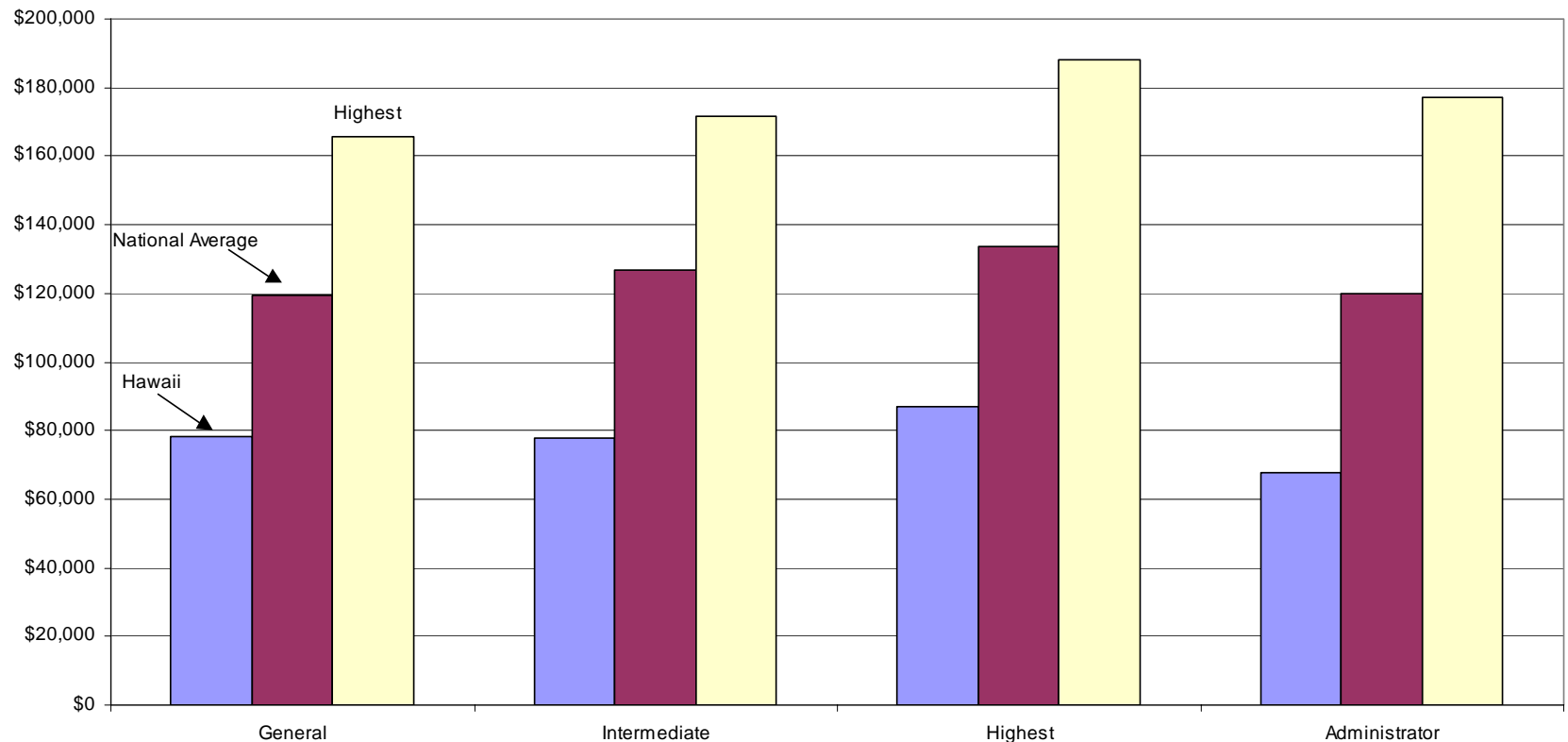


# Criteria 5: Excluded Managerial Compensation Plan

- The average percentage salary increase received by employees in the Excluded Managerial Compensation Plan from 2005 to 2006 was 5%.

# Criteria 6: Comparable Public Sector Positions in Other States

Hawaii Adjusted vs. National Adjusted



# Criteria 7: Private Sector Comparison

\$2,518,958	Chairman, CEO, & Director – BancWest Corp.
\$1,800,273	President, COO, & Director – BancWest Corp.
\$1,684,011	Vice Chairman of Matson
\$1,306,005	Chairman, President, & CEO - HEI
\$1,181,004	Executive VP – BancWest Corp.
\$1,126,674	President & CEO – Alexander & Baldwin
\$1,096,177	President & CEO – American Savings
\$1,027,170	Exec. VP, CFO, & Treasurer – A&B
\$815,220	President & CEO, Hawaiian Electric Co., Inc.
\$740,985	Vice Chairman & Director – BancWest Corp.

# Federal Judges

\$212,100	Chief Justice
\$203,000	Associate Justices
\$175,100	US Circuit Courts of Appeals
\$165,200	US Administrative Director
\$165,200	US District, Claims, & International Trade Courts
\$151,984	US Bankruptcy and Magistrate Courts



# Top 10 UH Law School Salaries

\$350,304	Dean (UHM), Law & Prof
\$167,177	Prof & Kudo Chair of Law
\$144,048	Assoc. Dean of Academic Affairs, Law
\$137,962	Professor, Law, 9-months
\$132,812	Professor, Law, 11-months
\$127,795	Professor, Law, 9-months
\$124,751	Professor, Law, 9-months
\$122,977	Professor, Law, 9-months
\$122,977	Professor, Law, 9-months
\$122,977	Professor, Law, 9-months

# The Legislative Outcome

<b>Act 123, SLH 2003</b>	<b>Included</b>	<b>Not Included</b>
Unitary commission		X
Broad-based membership		X
Force of law	X	
Regularity in salary adjustments	X	
Objective criteria		X

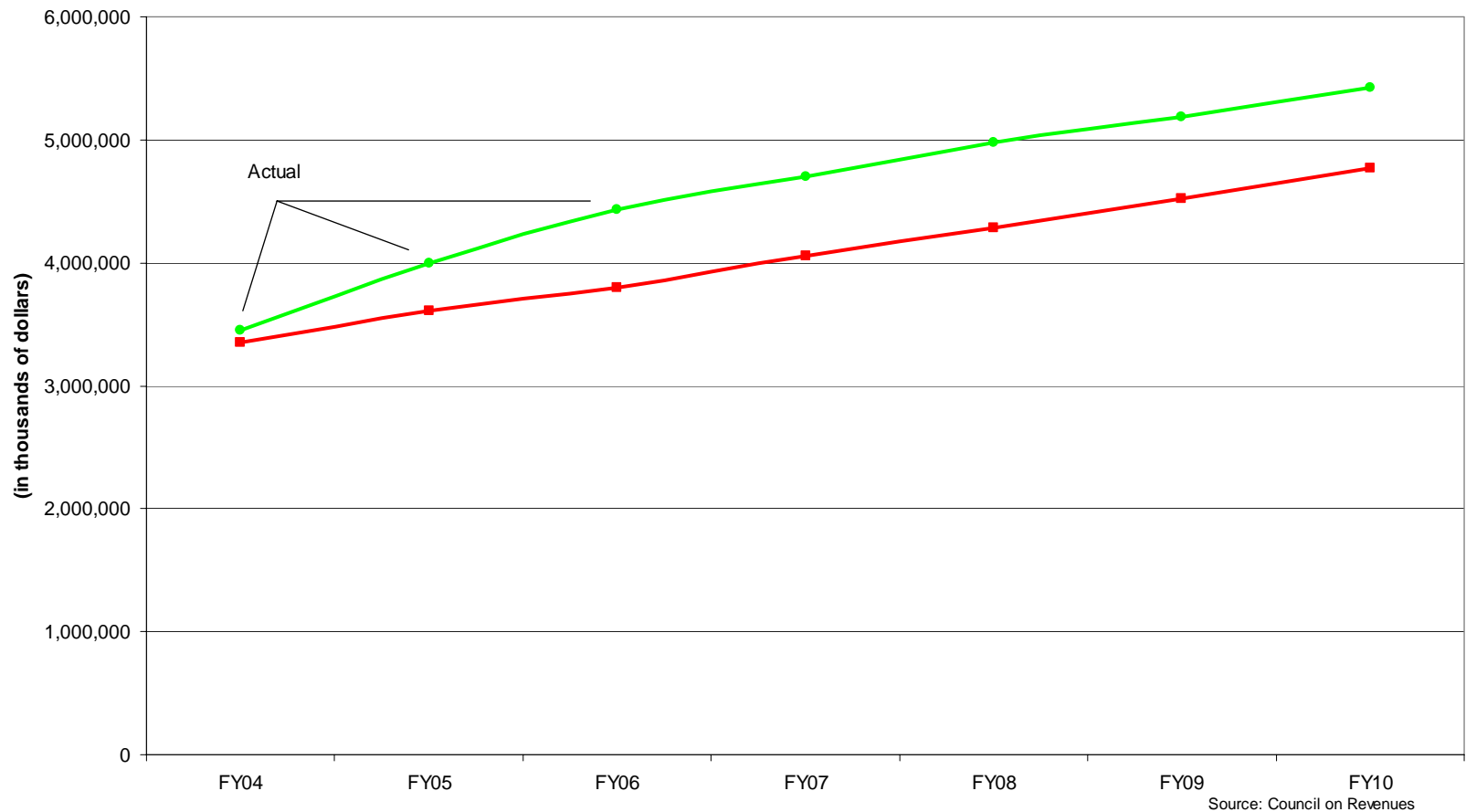
# FY05 Salary Recommendations

## Deferred to FY06

	<b>FY05</b> (7/1/04)	FY06 (7/1/05)	FY07 (7/1/06)	FY08 (7/1/07)	FY09 (7/1/08)	FY10 (7/1/09)	FY11 (7/1/10)	FY12 (7/1/11)
Chief Justice	<b>-defer-</b>	\$140,000	\$144,900	\$149,972	\$155,221	\$160,654	\$166,277	\$172,097
Assoc. Justice	<b>-defer-</b>	\$135,000	\$139,725	\$144,615	\$149,677	\$154,916	\$160,338	\$165,950
ICA Chief Judge	<b>-defer-</b>	\$130,000	\$134,550	\$139,259	\$144,133	\$149,178	\$154,399	\$159,803
Assoc. Judge	<b>-defer-</b>	\$125,000	\$129,375	\$133,903	\$138,590	\$143,441	\$148,461	\$153,657
Circuit Court Judge	<b>-defer-</b>	\$121,600	\$125,856	\$130,261	\$134,820	\$139,539	\$144,423	\$149,478
Dist./Fam. Court Judge	<b>-defer-</b>	\$114,600	\$118,611	\$122,762	\$127,059	\$131,506	\$136,109	\$140,873
Admin. Director	<b>-defer-</b>	\$105,000	\$108,675	\$112,479	\$116,416	\$120,491	\$124,708	\$129,073
Deputy Admin. Director	<b>-defer-</b>	\$100,000	\$103,500	\$107,123	\$110,872	\$114,753	\$118,769	\$122,926

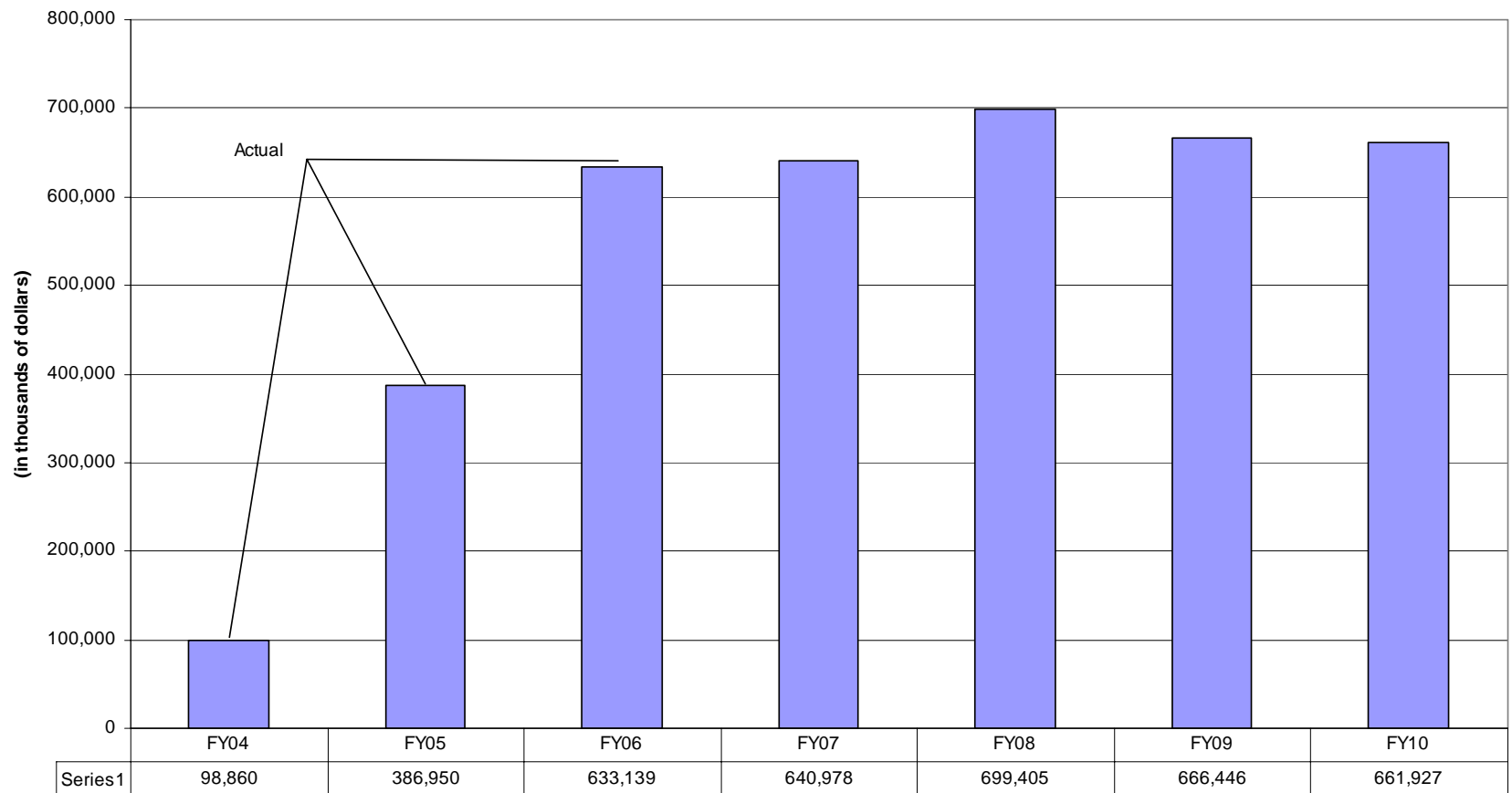
# General Fund Revenues

December 2003 vs. December 2006 Estimated General Fund Tax Revenue





# Actual and Projected Increased Revenue



# Salary Options

- The following suggestions are offered as starting points for discussion:
- Option A – Recovery of the Deferred Year
- Option B – 2004 Salary Proposal
- Option C – Salaries Indexed to the National Average (adjusted for the cost of living).

# Option A: Recovery of the Deferred Year

	Present			ACCRA			Option A			Option A
	Actual			Adjusted			Actual			ACCRA
State	Salary		State			State		State		Adjusted
1 Delaware	\$168,100		1 Delaware	\$165,827		1 Delaware	\$168,100	1 Delaware		\$165,827
2 Dist. of Columbia	165,200		2 Illinois	162,577		2 Dist. of Columbia	165,200	2 Illinois		162,577
3 Illinois	157,824		3 Arkansas	143,359		3 Illinois	157,824	3 Arkansas		143,359
4 Alaska	152,760		4 Michigan	140,266		4 Alaska	152,760	4 Michigan		140,266
5 California	150,696		5 Texas	139,669		5 California	150,696	5 Texas		139,669
6 New Jersey	141,000		6 Florida	136,010		6 New Jersey	141,000	6 Florida		136,010
7 Michigan	139,919		7 Tennessee	134,926		7 Michigan	139,919	7 Tennessee		134,926
8 Florida	139,497		8 Pennsylvania	133,694		8 Florida	139,497	8 Pennsylvania		133,694
9 Connecticut	139,128		9 Virginia	133,506		9 Connecticut	139,128	9 Virginia		133,506
10 Virginia	138,028		10 Iowa	133,335		10 Virginia	138,028	10 Iowa		133,335
11 New York	136,700		11 South Carolina	132,866		11 New York	136,700	11 South Carolina		132,866
12 Pennsylvania	135,293		12 Oklahoma	132,620		12 Pennsylvania	135,293	12 Oklahoma		132,620
13 Rhode Island	133,216		13 Kentucky	131,888		13 Hawaii	134,820	13 Kentucky		131,888
14 Nevada	130,000		14 Nebraska	130,204		14 Rhode Island	133,216	14 Nebraska		130,204
15 Maryland	128,352		15 Kansas	125,817		15 Nevada	130,000	15 Kansas		125,817
16 Washington	128,143		16 Washington	123,516		16 Maryland	128,352	16 Washington		123,516
17 Arkansas	126,111		17 Minnesota	122,014		17 Washington	128,143	17 Minnesota		122,014
18 Iowa	126,020		18 Alabama	121,533		18 Arkansas	126,111	18 Alabama		121,533
19 Hawaii	125,856		19 West Virginia	121,398		19 Iowa	126,020	19 West Virginia		121,398
20 South Carolina	125,265		20 Georgia	121,231		20 South Carolina	125,265	20 Georgia		121,231
21 Texas	125,000		21 Indiana	120,791		21 Texas	125,000	21 Indiana		120,791
22 Tennessee	122,580		22 Alaska	120,656		22 Tennessee	122,580	22 Alaska		120,656
Natl. Average	122,559		23 Ohio	120,634		Natl. Average	122,559	23 Ohio		120,634
23 Kentucky	121,744		24 Utah	119,902		23 Kentucky	121,744	24 Utah		119,902
24 Minnesota	121,712		25 North Carolina	119,842		24 Minnesota	121,712	25 North Carolina		119,842
25 Arizona	120,750		Natl. Average	119,323		25 Arizona	120,750	Natl. Average		119,323
26 New Hampshire	120,000		26 Missouri	119,180		26 New Hampshire	120,000	26 Missouri		119,180
27 Oklahoma	118,450		27 Wisconsin	117,247		27 Oklahoma	118,450	27 Wisconsin		117,247
28 Nebraska	117,333		28 Dist. of Columbia	116,263		28 Nebraska	117,333	28 Dist. of Columbia		116,263
29 Ohio	116,100		29 Louisiana	116,081		29 Ohio	116,100	29 Louisiana		116,081
30 West Virginia	116,000		30 Arizona	115,592		30 West Virginia	116,000	30 Arizona		115,592
31 North Carolina	115,289		31 Nevada	114,936		31 North Carolina	115,289	31 Nevada		114,936
32 Indiana	115,282		32 Mississippi	114,729		32 Indiana	115,282	32 Mississippi		114,729
33 Kansas	114,813		33 Maryland	114,344		33 Kansas	114,813	33 Maryland		114,344
34 Utah	114,400		34 South Dakota	112,133		34 Utah	114,400	34 South Dakota		112,133
35 Georgia	113,470		35 Colorado	112,016		35 Georgia	113,470	35 Colorado		112,016
36 Vermont	113,369		36 Idaho	111,135		36 Vermont	113,369	36 Idaho		111,135
37 Colorado	113,232		37 New York	110,048		37 Colorado	113,232	37 New York		110,048
38 Massachusetts	112,777		38 California	109,945		38 Massachusetts	112,777	38 California		109,945
39 Wisconsin	112,457		39 Connecticut	109,486		39 Wisconsin	112,457	39 Connecticut		109,486
40 Alabama	111,973		40 Rhode Island	106,762		40 Alabama	111,973	40 Rhode Island		106,762
41 Louisiana	110,964		41 New Jersey	106,112		41 Louisiana	110,964	41 New Jersey		106,112
42 Missouri	108,000		42 North Dakota	105,677		42 Missouri	108,000	42 North Dakota		105,677
43 Wyoming	106,100		43 Wyoming	103,494		43 Wyoming	106,100	43 Wyoming		103,494
44 Maine	105,300		44 Vermont	95,879		44 Maine	105,300	44 Vermont		95,879
45 Mississippi	104,170		45 New Mexico	95,660		45 Mississippi	104,170	45 New Mexico		95,660
46 South Dakota	104,041		46 Montana	93,025		46 South Dakota	104,041	46 Montana		93,025
47 Idaho	103,600		47 Massachusetts	90,964		47 Idaho	103,600	47 Massachusetts		90,964
48 North Dakota	98,070		48 Oregon	89,658		48 North Dakota	98,070	48 Oregon		89,658
49 New Mexico	96,531		49 Hawaii	78,375		49 New Mexico	96,531	49 Hawaii		83,958
50 Oregon	95,800		Maine	N/A		50 Oregon	95,800	Maine		N/A
51 Montana	94,093		New Hampshire	N/A		51 Montana	94,093	New Hampshire		N/A

# Option A Costs

	No. of Judges	Current FY07 (7/1/2006) Salary	Cost	FY08 (7/1/2007) Salary	Diff	Cost
<b>Supreme Court</b>						
Chief Justice	1	144,900	144,900	155,221	10,321	155,221
Associate Justice	4	139,725	558,900	149,677	9,952	598,708
<b>Intermediate Court of Appeals</b>						
Chief Judge	1	134,550	134,550	144,133	9,583	144,133
Associate Judge	5	129,375	646,875	138,590	9,215	692,950
<b>Circuit Courts</b>						
Judge	33	125,856	4,153,248	134,820	8,964	4,449,060
<b>District/Family/Per Diem</b>						
Judge	46	118,611	5,456,106	127,059	8,448	5,844,714
	90		11,094,579			11,884,786
						790,207
						7.12%



# Option B: 2004 Salary Proposal

		Present			ACCRA			Option B			Option B
		Actual Salary			Adjusted			Actual			ACCRA
State			State			State			State		Adjusted
1 Delaware		\$168,100	1 Delaware		\$165,827	1 Delaware		\$168,100	1 Delaware		\$165,827
2 Dist. of Columbia		165,200	2 Illinois		162,577	2 Dist. of Columbia		165,200	2 Illinois		162,577
3 Illinois		157,824	3 Arkansas		143,359	3 Illinois		157,824	3 Arkansas		143,359
4 Alaska		152,760	4 Michigan		140,266	4 Hawaii		154,721	4 Michigan		140,266
5 California		150,696	5 Texas		139,669	5 Alaska		152,760	5 Texas		139,669
6 New Jersey		141,000	6 Florida		136,010	6 California		150,696	6 Florida		136,010
7 Michigan		139,919	7 Tennessee		134,926	7 New Jersey		141,000	7 Tennessee		134,926
8 Florida		139,497	8 Pennsylvania		133,694	8 Michigan		139,919	8 Pennsylvania		133,694
9 Connecticut		139,128	9 Virginia		133,506	9 Florida		139,497	9 Virginia		133,506
10 Virginia		138,028	10 Iowa		133,335	10 Connecticut		139,128	10 Iowa		133,335
11 New York		136,700	11 South Carolina		132,866	11 Virginia		138,028	11 South Carolina		132,866
12 Pennsylvania		135,293	12 Oklahoma		132,620	12 New York		136,700	12 Oklahoma		132,620
13 Rhode Island		133,216	13 Kentucky		131,888	13 Pennsylvania		135,293	13 Kentucky		131,888
14 Nevada		130,000	14 Nebraska		130,204	14 Rhode Island		133,216	14 Nebraska		130,204
15 Maryland		128,352	15 Kansas		125,817	15 Nevada		130,000	15 Kansas		125,817
16 Washington		128,143	16 Washington		123,516	16 Maryland		128,352	16 Washington		123,516
17 Arkansas		126,111	17 Minnesota		122,014	17 Washington		128,143	17 Minnesota		122,014
18 Iowa		126,020	18 Alabama		121,533	18 Arkansas		126,111	18 Alabama		121,533
19 Hawaii		125,856	19 West Virginia		121,398	19 Iowa		126,020	19 West Virginia		121,398
20 South Carolina		125,265	20 Georgia		121,231	20 South Carolina		125,265	20 Georgia		121,231
21 Texas		125,000	21 Indiana		120,791	21 Texas		125,000	21 Indiana		120,791
22 Tennessee		122,580	22 Alaska		120,656	22 Tennessee		122,580	22 Alaska		120,656
Natl. Average		122,559	23 Ohio		120,634	Natl. Average		122,559	23 Ohio		120,634
23 Kentucky		121,744	24 Utah		119,902	23 Kentucky		121,744	24 Utah		119,902
24 Minnesota		121,712	25 North Carolina		119,842	24 Minnesota		121,712	25 North Carolina		119,842
25 Arizona		120,750	Natl. Average		119,323	25 Arizona		120,750	Natl. Average		119,323
26 New Hampshire		120,000	26 Missouri		119,180	26 New Hampshire		120,000	26 Missouri		119,180
27 Oklahoma		118,450	27 Wisconsin		117,247	27 Oklahoma		118,450	27 Wisconsin		117,247
28 Nebraska		117,333	28 Dist. of Columbia		116,263	28 Nebraska		117,333	28 Dist. of Columbia		116,263
29 Ohio		116,100	29 Louisiana		116,081	29 Ohio		116,100	29 Louisiana		116,081
30 West Virginia		116,000	30 Arizona		115,592	30 West Virginia		116,000	30 Arizona		115,592
31 North Carolina		115,289	31 Nevada		114,936	31 North Carolina		115,289	31 Nevada		114,936
32 Indiana		115,282	32 Mississippi		114,729	32 Indiana		115,282	32 Mississippi		114,729
33 Kansas		114,813	33 Maryland		114,344	33 Kansas		114,813	33 Maryland		114,344
34 Utah		114,400	34 South Dakota		112,133	34 Utah		114,400	34 South Dakota		112,133
35 Georgia		113,470	35 Colorado		112,016	35 Georgia		113,470	35 Colorado		112,016
36 Vermont		113,369	36 Idaho		111,135	36 Vermont		113,369	36 Idaho		111,135
37 Colorado		113,232	37 New York		110,048	37 Colorado		113,232	37 New York		110,048
38 Massachusetts		112,777	38 California		109,945	38 Massachusetts		112,777	38 California		109,945
39 Wisconsin		112,457	39 Connecticut		109,486	39 Wisconsin		112,457	39 Connecticut		109,486
40 Alabama		111,973	40 Rhode Island		106,762	40 Alabama		111,973	40 Rhode Island		106,762
41 Louisiana		110,964	41 New Jersey		106,112	41 Louisiana		110,964	41 New Jersey		106,112
42 Missouri		108,000	42 North Dakota		105,677	42 Missouri		108,000	42 North Dakota		105,677
43 Wyoming		106,100	43 Wyoming		103,494	43 Wyoming		106,100	43 Wyoming		103,494
44 Maine		105,300	44 Vermont		95,879	44 Maine		105,300	44 Hawaii		96,351
45 Mississippi		104,170	45 New Mexico		95,660	45 Mississippi		104,170	45 Vermont		95,879
46 South Dakota		104,041	46 Montana		93,025	46 South Dakota		104,041	46 New Mexico		95,660
47 Idaho		103,600	47 Massachusetts		90,964	47 Idaho		103,600	47 Montana		93,025
48 North Dakota		98,070	48 Oregon		89,658	48 North Dakota		98,070	48 Massachusetts		90,964
49 New Mexico		96,531	49 Hawaii		78,375	49 New Mexico		96,531	49 Oregon		89,658
50 Oregon		95,800	Maine		N/A	50 Oregon		95,800	Maine		N/A
51 Montana		94,093	New Hampshire		N/A	51 Montana		94,093	New Hampshire		N/A

# Option B Costs

	No. of Judges	Current FY07 (7/1/2006) Salary	Cost	Proposed FY08 (7/1/2007) Salary	Diff	Cost
<b>Supreme Court</b>						
Chief Justice	1	144,900	144,900	168,984	24,084	168,984
Associate Justice	4	139,725	558,900	167,201	27,476	668,804
<b>Intermediate Court of Appeals</b>						
Chief Judge	1	134,550	134,550	162,743	28,193	162,743
Associate Judge	5	129,375	646,875	160,068	30,693	800,340
<b>Circuit Courts</b>						
Judge	33	125,856	4,153,248	154,721	28,865	5,105,793
<b>District/Family/Per Diem</b>						
Judge	46	118,611	5,456,106	145,804	27,193	6,706,984
	90		11,094,579			13,613,648
						2,519,069
						22.71%

# Option C: Indexed to the National Average

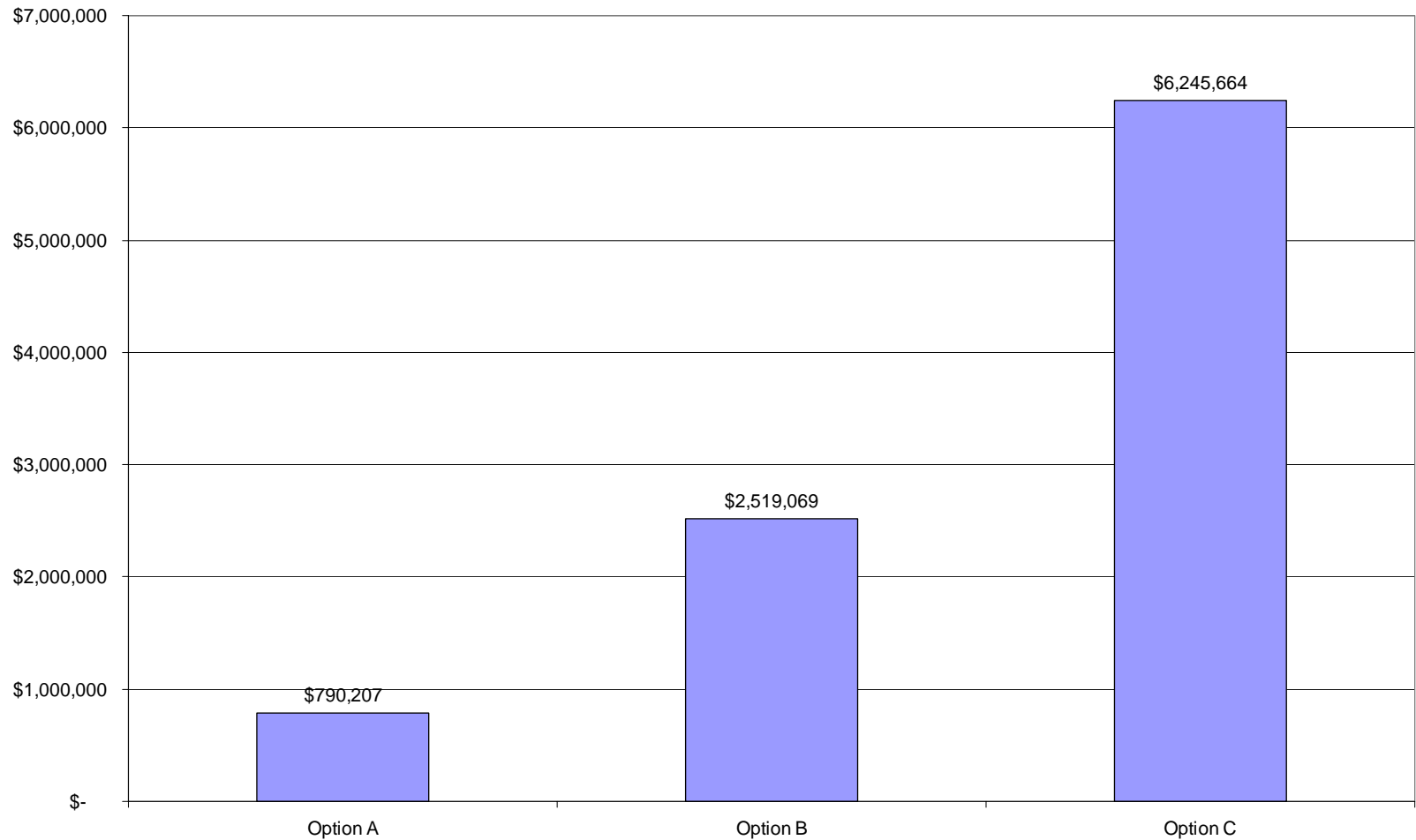
		Present			ACCRA			Option C			Option C
	State	Actual Salary		State	Adjusted		State	Actual		State	ACCRA Adjusted
1	Delaware	\$168,100	1	Delaware	\$165,827	1	<b>Hawaii</b>	<b>\$191,610</b>	1	Delaware	\$165,827
2	Dist. of Columbia	165,200	2	Illinois	162,577	2	Delaware	168,100	2	Illinois	162,577
3	Illinois	157,824	3	Arkansas	143,359	3	Dist. of Columbia	165,200	3	Arkansas	143,359
4	Alaska	152,760	4	Michigan	140,266	4	Illinois	157,824	4	Michigan	140,266
5	California	150,696	5	Texas	139,669	5	Alaska	152,760	5	Texas	139,669
6	New Jersey	141,000	6	Florida	136,010	6	California	150,696	6	Florida	136,010
7	Michigan	139,919	7	Tennessee	134,926	7	New Jersey	141,000	7	Tennessee	134,926
8	Florida	139,497	8	Pennsylvania	133,694	8	Michigan	139,919	8	Pennsylvania	133,694
9	Connecticut	139,128	9	Virginia	133,506	9	Florida	139,497	9	Virginia	133,506
10	Virginia	138,028	10	Iowa	133,335	10	Connecticut	139,128	10	Iowa	133,335
11	New York	136,700	11	South Carolina	132,866	11	Virginia	138,028	11	South Carolina	132,866
12	Pennsylvania	135,293	12	Oklahoma	132,620	12	New York	136,700	12	Oklahoma	132,620
13	Rhode Island	133,216	13	Kentucky	131,888	13	Pennsylvania	135,293	13	Kentucky	131,888
14	Nevada	130,000	14	Nebraska	130,204	14	Rhode Island	133,216	14	Nebraska	130,204
15	Maryland	128,352	15	Kansas	125,817	15	Nevada	130,000	15	Kansas	125,817
16	Washington	128,143	16	Washington	123,516	16	Maryland	128,352	16	Washington	123,516
17	Arkansas	126,111	17	Minnesota	122,014	17	Washington	128,143	17	Minnesota	122,014
18	Iowa	126,020	18	Alabama	121,533	18	Arkansas	126,111	18	Alabama	121,533
19	<b>Hawaii</b>	<b>125,856</b>	19	West Virginia	121,398	19	Iowa	126,020	19	West Virginia	121,398
20	South Carolina	125,265	20	Georgia	121,231	20	South Carolina	125,265	20	Georgia	121,231
21	Texas	125,000	21	Indiana	120,791	21	Texas	125,000	21	Indiana	120,791
22	Tennessee	122,580	22	Alaska	120,656	22	Tennessee	122,580	22	Alaska	120,656
	<b>Natl. Average</b>	<b>122,559</b>	23	Ohio	120,634		<b>Natl. Average</b>	<b>122,559</b>	23	Ohio	120,634
23	Kentucky	121,744	24	Utah	119,902	23	Kentucky	121,744	24	Utah	119,902
24	Minnesota	121,712	25	North Carolina	119,842	24	Minnesota	121,712	25	North Carolina	119,842
25	Arizona	120,750		<b>Natl. Average</b>	<b>119,323</b>	25	Arizona	120,750		<b>Natl. Average</b>	<b>119,323</b>
26	New Hampshire	120,000	26	Missouri	119,180	26	New Hampshire	120,000	26	<b>Hawaii</b>	<b>119,323</b>
27	Oklahoma	118,450	27	Wisconsin	117,247	27	Oklahoma	118,450	27	Missouri	119,180
28	Nebraska	117,333	28	Dist. of Columbia	116,263	28	Nebraska	117,333	28	Wisconsin	117,247
29	Ohio	116,100	29	Louisiana	116,081	29	Ohio	116,100	29	Dist. of Columbia	116,263
30	West Virginia	116,000	30	Arizona	115,592	30	West Virginia	116,000	30	Louisiana	116,081
31	North Carolina	115,289	31	Nevada	114,936	31	North Carolina	115,289	31	Arizona	115,592
32	Indiana	115,282	32	Mississippi	114,729	32	Indiana	115,282	32	Nevada	114,936
33	Kansas	114,813	33	Maryland	114,344	33	Kansas	114,813	33	Mississippi	114,729
34	Utah	114,400	34	South Dakota	112,133	34	Utah	114,400	34	Maryland	114,344
35	Georgia	113,470	35	Colorado	112,016	35	Georgia	113,470	35	South Dakota	112,133
36	Vermont	113,369	36	Idaho	111,135	36	Vermont	113,369	36	Colorado	112,016
37	Colorado	113,232	37	New York	110,048	37	Colorado	113,232	37	Idaho	111,135
38	Massachusetts	112,777	38	California	109,945	38	Massachusetts	112,777	38	New York	110,048
39	Wisconsin	112,457	39	Connecticut	109,486	39	Wisconsin	112,457	39	California	109,945
40	Alabama	111,973	40	Rhode Island	106,762	40	Alabama	111,973	40	Connecticut	109,486
41	Louisiana	110,964	41	New Jersey	106,112	41	Louisiana	110,964	41	Rhode Island	106,762
42	Missouri	108,000	42	North Dakota	105,677	42	Missouri	108,000	42	New Jersey	106,112
43	Wyoming	106,100	43	Wyoming	103,494	43	Wyoming	106,100	43	North Dakota	105,677
44	Maine	105,300	44	Vermont	95,879	44	Maine	105,300	44	Wyoming	103,494
45	Mississippi	104,170	45	New Mexico	95,660	45	Mississippi	104,170	45	Vermont	95,879
46	South Dakota	104,041	46	Montana	93,025	46	South Dakota	104,041	46	New Mexico	95,660
47	Idaho	103,600	47	Massachusetts	90,964	47	Idaho	103,600	47	Montana	93,025
48	North Dakota	98,070	48	Oregon	89,658	48	North Dakota	98,070	48	Massachusetts	90,964
49	New Mexico	96,531	49	<b>Hawaii</b>	<b>78,375</b>	49	New Mexico	96,531	49	Oregon	89,658
50	Oregon	95,800		Maine	N/A	50	Oregon	95,800		Maine	N/A
51	Montana	94,093		New Hampshire	N/A	51	Montana	94,093		New Hampshire	N/A

# Option C Costs

	No. of Judges	FY07 Current Salary	Cost	Proposed FY08 (7/1/2007) Salary	Diff	Cost
<b>Supreme Court</b>						
Chief Justice	1	144,900	144,900	223,208	78,308	223,208
Associate Justice	4	139,725	558,900	220,115	80,390	880,460
<b>Intermediate Court of Appeals</b>						
Chief Judge	1	134,550	134,550	210,361	75,811	210,361
Associate Judge	5	129,375	646,875	212,130	82,755	1,060,650
<b>Circuit Courts</b>						
Judge	33	125,856	4,153,248	191,610	65,754	6,323,130
<b>District/Family/Per Diem</b>						
Judge	46	118,611	5,456,106	187,879	69,268	8,642,434
	90		11,094,579			17,340,243
						6,245,664
						56.29%



# Cost Comparison



OPTION A (Shifted One Year): PROPOSED SALARIES FOR JUSTICES AND JUDGES

	No. of Judges	Current FY07 (7/1/2006) Salary	Cost	Proposed FY08 (7/1/2007) Salary	Diff	Cost	Proposed FY09 (7/1/2008) Salary	Diff	Cost	Proposed FY10 (7/1/2009) Salary	Diff	Cost	Proposed FY11 (7/1/2010) Salary	Diff	Cost	Proposed FY12 (7/1/2011) Salary	Diff	Cost	Proposed FY13 (7/1/2011) Salary	Diff	Cost
Annual Percentage Increase				7.12%			3.5%			3.5%			3.5%			3.5%			3.5%		
<b>Supreme Court</b>																					
Chief Justice	1	144,900	144,900	155,221	10,321	155,221	160,654	5,433	160,654	166,277	5,623	166,277	172,097	5,820	172,097	178,120	6,023	178,120	184,354	6,234	184,354
Associate Justice	4	139,725	558,900	149,677	9,952	598,708	154,916	5,239	619,664	160,338	5,422	641,352	165,950	5,612	663,800	171,758	5,808	687,032	177,770	6,012	711,080
<b>Intermediate Court of Appeals</b>																					
Chief Judge	1	134,550	134,550	144,133	9,583	144,133	149,178	5,045	149,178	154,399	5,221	154,399	159,803	5,404	159,803	165,396	5,593	165,396	171,185	5,789	171,185
Associate Judge	5	129,375	646,875	138,590	9,215	692,950	143,441	4,851	717,205	148,461	5,020	742,305	153,657	5,196	768,285	159,035	5,378	795,175	164,601	5,566	823,005
<b>Circuit Courts</b>																					
Judge	33	125,856	4,153,248	134,820	8,964	4,449,060	139,539	4,719	4,604,787	144,423	4,884	4,765,959	149,478	5,055	4,932,774	154,710	5,232	5,105,430	160,125	5,415	5,284,125
<b>District/Family<sup>1</sup>/Per Diem<sup>2</sup></b>																					
Judge	46	118,611	5,456,106	127,059	8,448	5,844,714	131,506	4,447	6,049,276	136,109	4,603	6,261,014	140,873	4,764	6,480,158	145,804	4,931	6,706,984	150,907	5,103	6,941,722
	90		11,094,579			11,884,786			12,300,764			12,731,306			13,176,917			13,638,137			14,115,471
						790,207			415,978			430,542			445,611			461,220			477,334
						7.12%			3.50%			3.50%			3.50%			3.50%			3.50%
																					<b>21.12%</b>

<sup>1</sup> Currently, three of the Family Court judges are Circuit Court level judges. Hence, their salaries are budgeted and displayed on the Circuit Court line. The remainder of the Family Court judges are identified as District/Family Court judges and are paid at the District Court judge salary level.

<sup>2</sup> For budgeting purposes, based on historical data, a FTE of 10 is used for the number of per diem judges utilized per year.

Note: All numbers are rounded.

OPTION B (2004 Proposal): PROPOSED SALARIES FOR JUSTICES AND JUDGES

	No. of Judges	Current FY07 (7/1/2006) Salary	Cost	Proposed FY08 (7/1/2007) Salary	Diff	Cost	Proposed FY09 (7/1/2008) Salary	Diff	Cost	Proposed FY10 (7/1/2009) Salary	Diff	Cost	Proposed FY11 (7/1/2010) Salary	Diff	Cost	Proposed FY12 (7/1/2011) Salary	Diff	Cost	Proposed FY13 (7/1/2012) Salary	Diff	Cost
							5.0%			5.0%			5.0%			5.0%			5.0%		
<b>Supreme Court</b>																					
Chief Justice	1	144,900	144,900	168,984	24,084	168,984	177,433	8,449	177,433	186,305	8,872	186,305	195,620	9,315	195,620	205,401	9,781	205,401	215,671	10,270	215,671
Associate Justice	4	139,725	558,900	167,201	27,476	668,804	175,561	8,360	702,244	184,339	8,778	737,356	193,556	9,217	774,224	203,234	9,678	812,936	213,398	10,162	853,584
<b>Intermediate Court of Appeals</b>																					
Chief Judge	1	134,550	134,550	162,743	28,193	162,743	170,880	8,137	170,880	179,424	8,544	179,424	188,395	8,971	188,395	197,815	9,420	197,815	207,706	9,891	207,706
Associate Judge	5	129,375	646,875	160,068	30,693	800,340	168,071	8,003	840,355	176,475	8,404	882,375	185,299	8,824	926,495	194,564	9,265	972,620	204,292	9,728	1,021,460
<b>Circuit Courts</b>																					
Judge	33	125,856	4,153,248	154,721	28,865	5,105,793	162,457	7,736	5,361,081	170,590	8,123	5,629,140	179,109	8,529	5,910,597	188,064	8,955	6,206,112	197,467	9,403	6,516,411
<b>District/Family<sup>1</sup>/Per Diem<sup>2</sup></b>																					
Judge	46	118,611	5,456,106	145,804	27,193	6,706,984	153,094	7,290	7,042,324	160,749	7,655	7,394,454	168,786	8,037	7,764,156	177,225	8,439	8,152,350	186,086	8,861	8,559,956
	90		11,094,579			13,613,648			14,294,317			15,009,054			15,759,487			16,547,434			17,374,788
						2,519,069			680,669			714,737			750,433			787,947			827,354
						22.71%			5.00%			5.00%			5.00%			5.00%			5.00%
																					47.71%

<sup>1</sup> Currently, three of the Family Court judges are Circuit Court level judges. Hence, their salaries are budgeted and displayed on the Circuit Court line. The remainder of the Family Court judges are identified as District/Family Court judges and are paid at the District Court judge salary level.

<sup>2</sup> For budgeting purposes, based on historical data, a FTE of 10 is used for the number of per diem judges utilized per year.

Note: All numbers are rounded.

OPTION C (National Average): PROPOSED SALARIES FOR JUSTICES AND JUDGES

	No. of Judges	FY07 Current Salary	Cost	Proposed FY08 (7/1/2007) Salary	Diff	Cost	FY09 (7/1/2008) Salary	Diff	Cost	FY10 (7/1/2009) Salary	Diff	Cost	FY11 (7/1/2010) Salary	Diff	Cost	FY12 (7/1/2011) Salary	Diff	Cost	FY13 (7/1/2012) Salary	Diff	Cost
							3.5%			3.5%			3.5%			3.5%			3.5%		
<b>Supreme Court</b>																					
Chief Justice	1	144,900	144,900	223,208	78,308	223,208	231,020	7,812	231,020	239,106	8,086	239,106	247,475	8,369	247,475	256,137	8,662	256,137	265,102	8,965	265,102
Associate Justice	4	139,725	558,900	220,115	80,390	880,460	227,819	7,704	911,276	235,793	7,974	943,172	244,046	8,253	976,184	252,588	8,542	1,010,352	261,429	8,841	1,045,716
<b>Intermediate Court of Appeals</b>																					
Chief Judge	1	134,550	134,550	210,361	75,811	210,361	217,724	7,363	217,724	225,344	7,620	225,344	233,231	7,887	233,231	241,394	8,163	241,394	249,843	8,449	249,843
Associate Judge	5	129,375	646,875	212,130	82,755	1,060,650	219,555	7,425	1,097,775	227,239	7,684	1,136,195	235,192	7,953	1,175,960	243,424	8,232	1,217,120	251,944	8,520	1,259,720
<b>Circuit Courts</b>																					
Judge	33	125,856	4,153,248	191,610	65,754	6,323,130	198,316	6,706	6,544,428	205,257	6,941	6,773,481	212,441	7,184	7,010,553	219,876	7,435	7,255,908	227,572	7,696	7,509,876
<b>District/Family<sup>1</sup>/Per Diem<sup>2</sup></b>																					
Judge	46	118,611	5,456,106	187,879	69,268	8,642,434	194,455	6,576	8,944,930	201,261	6,806	9,258,006	208,305	7,044	9,582,030	215,596	7,291	9,917,416	223,142	7,546	10,264,532
	90		11,094,579			17,340,243			17,947,153			18,575,304			19,225,433			19,898,327			20,594,789
						6,245,664			6,606,910			6,928,151			7,250,129			7,572,894			7,896,462
						56.29%			3.50%			3.50%			3.50%			3.50%			3.50%
																					73.79%

<sup>1</sup> Currently, three of the Family Court judges are Circuit Court level judges. Hence, their salaries are budgeted and displayed on the Circuit Court line. The remainder of the Family Court judges are identified as District/Family Court judges and are paid at the District Court judge salary level.

<sup>2</sup> For budgeting purposes, based on historical data, a FTE of 10 is used for the number of per diem judges utilized per year. In addition, due to different court structures, the salary shown is the highest of the limited jurisdiction courts for that state. This may not be directly analogous to Hawaii's District Courts.

Note: All numbers are rounded but the numbers for Chief Justice, Chief Judge, and District Judges are rounded to the nearest 1,000.



## OBSERVATIONS REGARDING CURRENT SALARY STRUCTURE AND SCHEDULED PAY INCREASES FOR EXECUTIVE BRANCH OFFICIALS

### Pay Relationships

- The current compensation structure for department heads and deputy department heads has four tiers, with different salaries for departments assigned to each tier, and the salaries of deputy department heads are tied to the department head that they serve under. Initially (July 1, 2004) the salary for the highest tier was set at \$105,000 per year and the annual salary for each lower tier was \$5,000 less. The salary ranges for deputy department heads was set at 87% to 92% of the salary of the department heads. The recommendations of the Executive Salary Commission covered a six-year period and provided a 2% increase each year.
- Organizationally, departments are broken down into divisions and the divisions are further broken down into branches. Most division chiefs are civil service employees occupying Excluded Managerial Compensation Plan (EMCP) positions assigned to EM-07 and EM-08 salary ranges, but some division chiefs are assigned to higher salary ranges (ES-01, ES-02, and ES-03). About half of the civil service branch chiefs are EMCP employees assigned to the EM-05 salary range, but some branch chiefs are assigned to higher salary ranges up to EM-07. Most departmental staff officers occupy EMCP positions assigned salary ranges EM-05 through EM-08. The folders that were provided to you at the first meeting contain listings of the EMCP positions broken down by department. Typically, division chief position titles contain the term "Administrator" and branch chief titles normally contain the term "Manager". Staff officer titles normally contain the term "Officer".
- Division chiefs, branch chiefs and staff officers represent a potential pool of candidates for department head and deputy department head positions as they have substantial technical knowledge of the programs within their departments as well as State governmental operations in general. However, division chiefs, branch chiefs, and departmental staff officers may not pursue or accept such appointments if the appointments would result in pay cuts. Many departments have division chiefs that are paid more than their department heads and branch chiefs that are paid more than their deputy department heads. In a few instances there are branch chiefs that are paid more than their department heads. In the case of the Department of Human Resources Development, all four of the division chiefs are paid more than the department head.
- The maximum salary for deputy department heads in the two most highly paid tiers exceeds the salary for the department heads in the lowest tier. A situation occurred where the Deputy Director of a department assigned to the second highest tier was appointed as the director of a department assigned to the lowest tier, and this resulted in a pay cut. The number of tiers (four) and the difference in compensation between tiers contributed to that outcome.



- The department head for the Department of Public Safety is currently assigned to the lowest tier. Aside from the Department of Education and the University of Hawaii, the Department of Public Safety is one of the four largest departments in terms of staffing. The corrections program, which is within the department, is among the most controversial and problem prone within State government, and involves correctional facilities that operate twenty-four hours a day, seven days a week. When the previous director resigned, the administration encountered significant difficulty in finding a qualified individual willing to accept the department head position at the specified salary. Another department which may be misplaced is the Department of Human Services. It is assigned to the second lowest tier, but is one of the four largest departments, aside from the Department of Education and the University of Hawaii, and some of the programs within the department are complex and controversial.
- Generally, State departments tend to be substantially larger and more complex than county departments and often involve operations on multiple islands rather than a single island. Other than the Attorney General, department heads within the State are paid less than department heads within the City and County of Honolulu. All of the deputy department heads within the State are paid less than the deputy department heads in the city and Honolulu.

↑  
COUNTY OF

#### Future Pay Increases

The compensation recommendations of the commission will cover a six-year period, and the commission can recommend annual pay increases. The scheduled salary increases for department heads and deputy department heads provide 2% increases each year through July 1, 2011.

- Collective bargaining increases for Fiscal Biennium 2005-2007 resulted in average pay increases of over 4.5% per year in each year of the biennium. The pay increases for Bargaining Units (BUs) 2 (Blue Collar Supervisory), 3 (White Collar), 4 (White Collar Supervisory), and 13 (Professional and Scientific) provided for 3.5% across-the-board increases and step movements after a specified number of years of creditable service. Those step movements account for an average increase of more than 1%. The pay increases for BUs 1 (Blue Collar) and 10 (Institutional Workers), provided for increases comparable to BUs 2, 3, 4, and 13, but they were all in the form of across-the-board increases. The increases for BUs 9 (Registered Nurses) and 11 (Fire Fighters) were higher than the increases for BUs 1, 2, 3, 4, 10, and 13.
- The pay increases for bargaining unit employees for the next biennium have not been determined at this time. However, it is known that the budget picture for the State, which is the largest of the local employers that bargain collectively, is better

than it was when the last negotiations occurred. Therefore, the pay increases could be as good or better during the next biennium. It is important that proper pay relationships be established at the beginning of the period covered by the commission's recommendations, and just as important that the proper pay relationships be maintained for the entire period covered by the recommendations.

- Some department heads are paid less than their subordinate civil service division chiefs. If those subordinate division chiefs continue to receive pay increases that average more than 2% per year, the existing pay disparities will increase.



## EMPLOYEES' RETIREMENT SYSTEM MEMBERSHIP COMPARISON CHART

Category	<u>Elected Officials</u>	<u>Legislative Officers</u>	<u>Judges - Hired Before 7/1/99</u>	<u>Judges - Hired After 6/30/99</u>	<u>Executive &amp; Administrative Employees</u>
Description	Governor, Lieutenant Governor, Mayor, Legislator, Council Member and Prosecuting Attorney for each county, Office of Hawaiian Affairs.	Chief Clerk, Assistant Chief Clerk, Sergeant at arms, Assistant Sergeant at arms of either house of the legislature.	Justices & Judges of the State of Hawaii – Justice of Supreme Court, Judge of Intermediate Appellate Court, Judge of Circuit Court, Judge of District Court, District Family Court.		Department heads, Executive Officers, Deputies, Assistants to department heads, Superintendent of Education, President of UH, Adjutant General, Managing directors, Administrative Assistant to the Mayor, First Deputies; County Clerk, Deputy County Clerk of each county, etc.
Retirement Plan	Contributory •Membership optional  •(Note: 2007 legislative proposals are being introduced to repeal optional membership & add a one-time irrevocable option to join ERS in order to maintain ERS tax-qualified status.)	Contributory	Contributory	Contributory	<u>Contributory</u> – current contributory member in service prior to 7/1/06 and appointed after 7/1/06 with no break in service.  <u>Hybrid</u> – new member appointed after 6/30/06.  <u>Noncontributory</u> - current noncontributory member in service prior to 7/1/06 and appointed after 7/1/06 with no break in service.
Employee Contribution (% of Salary)	7.8%	7.8%	7.8%	7.8%	7.8% Contributory 6.0% Hybrid 0% Noncontributory
Pension Benefit Formula	$3\frac{1}{2}\%$ x Years of Service x AFC plus Annuity.	$3\frac{1}{2}\%$ x Years of Service x AFC plus Annuity.	$3\frac{1}{2}\%$ x Years of Service x AFC plus Annuity.	$3\frac{1}{2}\%$ x Years of Service x AFC plus Annuity.	Mixed Calculations -  $2\%$ x Years of Service x AFC (Contributory & Hybrid) plus $1\frac{1}{4}\%$ x Years of Service x AFC (Noncontributory)
Annuity (on retirement contributions)	Yes	Yes	Yes	Yes	Not applicable
"Annuity" is a benefit payment for life based on the actuarial equivalent of the member's accumulated contributions (includes interest) derived from that designated occupation.					



## EMPLOYEES' RETIREMENT SYSTEM

Category	<u>Elected Officials</u>	<u>Legislative Officers</u>	<u>Judges - Hired Before 7/1/99</u>	<u>Judges – Hired After 6/30/99</u>	<u>Executive &amp; Administrative Employees</u>
Average Final Compensation	Bifurcation for service after 6/30/97.	Bifurcation for service after 6/30/97.	No Bifurcation	No Bifurcation	No Bifurcation
	<p>“AFC” or Average Final Compensation is an average of the highest (gross) salaries including overtime, temporary assignment and differential pay during any 3 years <u>excluding</u> vacation pay if membership is on or after 1/1/71 or during any 5 years <u>including</u> vacation pay if membership before 1/1/71.</p> <p>“Bifurcation” requires separate AFC calculations for each category of service. (Section 88-81)</p>				
Maximum Benefit Payable (% of AFC)	75% Maximum	75% Maximum	75% Maximum	75% Maximum	None.
	The maximum benefit payable can be exceeded with additional unused sick leave credits. Every 20 days of unused sick leave will be converted to an additional month of service credit provided the minimum of the 60 days requirement is met.				
Unused Sick Leave Credits for Retirement	<ul style="list-style-type: none"> <li>•Legislator, Council Member: No</li> <li>•Governor, Lieutenant Governor, and Mayor: Yes.</li> </ul>	Yes	Yes	Yes	Yes
Normal Service Retirement	<ul style="list-style-type: none"> <li>•Age 55 &amp; 5 years credited service</li> <li>•If over age 65, member of the State legislature may retire &amp; receive a pension while continuing to serve in elected position.</li> </ul>	Age 55 and 5 years credited service.	Age 55 and 5 years credited service.	Age 55 and 5 years credited service.	<p><u>Contributory</u> - Age 55 and 5 years credited service.</p> <p><u>Hybrid</u> – Age 62 and 5 years credited service <u>or</u> Age 55 and 30 years credited service.</p> <p><u>Noncontributory</u> – Age 62 and 10 years credited service <u>or</u> Age 55 and 30 years credited service.</p>

# EMPLOYEES' RETIREMENT SYSTEM

Category	<u>Elected Officials</u>	<u>Legislative Officers</u>	<u>Judges - Hired Before 7/1/99</u>	<u>Judges – Hired After 6/30/99</u>	<u>Executive &amp; Administrative Employees</u>
Early Retirement	<ul style="list-style-type: none"> <li>Any age and 10 years (mixed) credited service.</li> <li>No pension reduction for service in this capacity.</li> <li>Age reduction factors applied to “other” service if below age 55.</li> </ul>	<ul style="list-style-type: none"> <li>Any age and 10 years (mixed) credited service.</li> <li>No pension reduction for service in this capacity.</li> <li>Age reduction factors applied to “other” service if below age 55.</li> </ul>	<ul style="list-style-type: none"> <li>Any age and 10 years (mixed) credited service.</li> <li>No pension reduction for service in this capacity.</li> <li>Age reduction factors applied to “other” service if below age 55.</li> </ul>	<ul style="list-style-type: none"> <li>Any age and 25 years (mixed) credited service.</li> <li>Age reduction factors applied to <u>all</u> service if below age 55.</li> </ul>	<p><u>Contributory</u> –</p> <ul style="list-style-type: none"> <li>Any age and 25 years (mixed) credited service.</li> <li>Age reduction factors applied to <u>all</u> service if below age 55.</li> </ul> <p><u>Hybrid</u> –</p> <ul style="list-style-type: none"> <li>Age 55 and 20 years (mixed) credited service.</li> <li>Age reduction factors applied to <u>all</u> service if below age 62.</li> </ul> <p><u>Noncontributory</u> –</p> <ul style="list-style-type: none"> <li>Age 55 and 20 years (mixed) credited service.</li> <li>Age reduction factors applied to <u>all</u> service if below age 62.</li> </ul>
<p>“Age reduction factors” –</p> <p><u>Contributory</u> – Maximum allowance reduced 5% for each year below age 55 plus 4% for each year below age 50 plus 3% for each year below age 45 plus 2% for each year below age 40.</p> <p><u>Hybrid</u> – Maximum allowance reduced 5% for each year below age 62.</p> <p><u>Noncontributory</u> – Maximum allowance reduced 6% for each year below age 62.</p>					
Vested/Deferred Retirement	<ul style="list-style-type: none"> <li>Termination of membership prior to age 55 with at least 5 years of credited service.</li> <li>Accrued maximum allowance payable at age 55.</li> </ul>	<ul style="list-style-type: none"> <li>Termination of membership prior to age 55 with at least 5 years credited service.</li> <li>Accrued maximum allowance payable at age 55.</li> </ul>	<ul style="list-style-type: none"> <li>Termination of membership prior to age 55 with at least 5 years of credited service.</li> <li>Accrued maximum allowance payable at age 55.</li> </ul>	<ul style="list-style-type: none"> <li>Termination of membership prior to age 55 with at least 5 years of credited service.</li> <li>Accrued maximum allowance payable at age 55.</li> </ul>	<p><u>Contributory</u> –</p> <ul style="list-style-type: none"> <li>Termination of membership prior to age 55 with at least 5 years credited service.</li> <li>Accrued maximum allowance payable at age 55. (Contributions left in the ERS)</li> </ul> <p><u>Hybrid</u> –</p> <ul style="list-style-type: none"> <li>Termination of membership prior to age 62 with at least 5 years credited service.</li> <li>Accrued maximum allowance payable at age 62. (Contributions left in the ERS)</li> </ul> <p><u>Noncontributory</u> –</p> <ul style="list-style-type: none"> <li>Termination of membership prior to age 62 with at least 10 years credited service.</li> <li>Accrued maximum allowance payable at age 65.</li> </ul>



# EMPLOYEES' RETIREMENT SYSTEM

Category	<u>Elected Officials</u>	<u>Legislative Officers</u>	<u>Judges - Hired Before 7/1/99</u>	<u>Judges – Hired After 6/30/99</u>	<u>Executive &amp; Administrative Employees</u>
Act 90, Session Laws of Hawaii 1971 Applicability	Yes	Not applicable	Yes	Yes	Not applicable
Any elected official or judge after attaining an allowance of 75% of the AFC, may elect to retire and be eligible to receive a retirement benefit at a future separation date and continue in service as a judge or elected official. Elected officials and judges may also elect <u>not</u> to retire and continue membership in the ERS. (Note: 2007 Legislative Proposals are being introduced to repeal sections 88-59.6, 88-61 (c) and 88-73(e) to maintain ERS tax-qualified status.)					
Ordinary Disability Retirement	<ul style="list-style-type: none"> <li>•10 years credited service.</li> <li>•Any age with no penalty.</li> <li>•<math>3\frac{1}{2}\%</math> x Years of Service x AFC plus Annuity.</li> <li>•Minimum of 30% of the AFC.</li> </ul>	<ul style="list-style-type: none"> <li>•10 years credited service.</li> <li>•Any age with no penalty.</li> <li>•<math>3\frac{1}{2}\%</math> x Years of Service x AFC plus Annuity.</li> <li>•Minimum of 30% of the AFC.</li> </ul>	<ul style="list-style-type: none"> <li>•10 years credited service.</li> <li>•Any age with no penalty.</li> <li>•<math>3\frac{1}{2}\%</math> x Years of Service x AFC plus Annuity.</li> <li>•Minimum of 30% of the AFC.</li> </ul>	<ul style="list-style-type: none"> <li>•10 years credited service.</li> <li>•Any age with no penalty.</li> <li>•<math>3\frac{1}{2}\%</math> x Years of Service x AFC plus Annuity.</li> <li>•Minimum of 30% of the AFC.</li> </ul>	<p><u>Contributory</u> –</p> <ul style="list-style-type: none"> <li>•10 years credited service.</li> <li>•Any age with no penalty.</li> <li>•<math>1\frac{3}{4}\%</math> x Years of Service x AFC.</li> <li>•Minimum of 30% of the AFC.</li> </ul> <p><u>Hybrid</u> –</p> <ul style="list-style-type: none"> <li>•10 years credited service.</li> <li>•Any age with no penalty.</li> <li>•Split Formula - <math>2\%</math> x Years of Service x AFC.(contributory &amp; hybrid) plus <math>1\frac{1}{4}\%</math> x Years of Service x AFC (noncontributory)</li> <li>•Minimum of 25% of the AFC.</li> </ul> <p><u>Noncontributory</u> –</p> <ul style="list-style-type: none"> <li>•10 years credited service.</li> <li>•Any age with no penalty.</li> <li>•<math>1\frac{1}{4}\%</math> x Years of Service x AFC.</li> <li>•Minimum of 12.5% of the AFC.</li> </ul>

## EMPLOYEES' RETIREMENT SYSTEM

Category	<u>Elected Officials</u>	<u>Legislative Officers</u>	<u>Judges - Hired Before 7/1/99</u>	<u>Judges – Hired After 6/30/99</u>	<u>Executive &amp; Administrative Employees</u>
Service-Connected Disability Retirement	<p>Contributory –</p> <ul style="list-style-type: none"> <li>•No minimum service.</li> <li>•Any age with no penalty.</li> <li>• For accidents that occur on or after July 7, 1998, 50% of AFC plus return of contributions and interest.</li> <li>• For accidents that occur prior to July 7, 1998</li> </ul> <p><u>Total Benefit</u> – 66-2/3% of the AFC plus annuity based on contributions.</p> <p><u>Occupational benefit</u> – 66-2/3% of the AFC plus annuity based on contributions, and then reduced to 33-1/3% after 3 years.</p>				<p>Contributory –</p> <ul style="list-style-type: none"> <li>•No minimum service.</li> <li>•Any age with no penalty.</li> <li>•For accidents that occur on or after July 7, 1998, 50% of the AFC plus return of contributions and interest.</li> <li>•For accidents that occur prior to July 7, 1998</li> </ul> <p><u>Total Benefit</u> – 66-2/3% of the AFC plus annuity based on contributions.</p> <p><u>Occupational benefit</u> – 66-2/3% of the AFC plus annuity based on contributions, and then reduced to 33-1/3% after 3 years.</p> <p><u>Hybrid–</u></p> <ul style="list-style-type: none"> <li>•No minimum service.</li> <li>•Any age with no penalty.</li> <li>•35% of the AFC plus return of contributions and interest.</li> </ul> <p><u>Noncontributory –</u></p> <ul style="list-style-type: none"> <li>•No minimum service.</li> <li>•Any age with no penalty.</li> <li>•For accident that occur on or after July 1, 2004, 35% of the AFC.</li> <li>•For accidents that occur prior to July 1, 2004, 1¼ % x Years of Service x AFC, with a minimum of 15% of the AFC.</li> </ul>



## Sample of Pension Calculation for Judge Service

### PENSION CALCULATION

#### Judge Service

The basic formula is:

$$3 \frac{1}{4}\% \times \text{Years of Credited Service} \times \text{AFC}^* \\ \text{plus Annuity}^{**}$$

\*Average Final Compensation

\*\*Annuity is an annual lifetime benefit payment based on member's age at retirement and amount of employee contributions and interest made while employed as a Judge, Elected Official, or Legislative Officer.

### AFC is . . .

Average  
Final  
Compensation

- Included in the AFC are actual gross earnings, including overtime, temporary assignment, and differential pay.
- Federal tax limit on the amount of annual compensation that can be used to determine an employee's retirement benefit.
- For 2005 calendar year, the maximum compensation limit is \$210,000. Once an employee reaches the limit, his/her contributions will be stopped.

### MAXIMUM BENEFIT PAYABLE

- The annual maximum benefit for Judges, Elected Officials, and Legislative Officers is 75% of the member's AFC.
- If the 75% limitation is exceeded, the member is refunded the excess contributions.
- The refund is applicable only to contributions derived from judicial, elected official, or legislative officer service.

### SAMPLE RETIREMENT ESTIMATE

MEMBER'S AGE	55
BENEFICIARY AGE	57
EARNED SERVICE	12 YRS 0 MOS (Judge)
ACQUIRED SERVICE	15 YRS 0 MOS (General)
UNUSED SICK LEAVE**	YRS MOS
TOTAL MEMBERSHIP SERVICE	27 YRS 0 MOS (Mixed)
TOTAL COMPUTED SERVICE	27 YRS 0 MOS (Mixed)

\*\* Sick Leave is NOT used in estimate computation. It is included when you actually retire and your estimated pension is finalized.

AFC: \$106,921

Total Contributions: \$220,000

(General Employee: \$120,000 + Judge: \$100,000)

Service Annuity Value of member age 55: 13.6314

## Sample of Pension Calculation for Judge Service

SAMPLE RETIREMENT ESTIMATE									
Formula:									
Group %	x	Yrs of Credited Service				x	AFC		
3 ½ %	x	12 Yrs	(Judge)	=	.42				
2%	x	15 Yrs	(GE)	=	.30				
		27 Yrs		=	.72	x	\$106,921	=	\$76,983
[Plus]		Judge Annual Annuity (\$100,000/13.6314)						+ 7,336	
							Computed Annual Pension	=	\$84,319
[Less]		Maximum Annual Pension (75% x \$106,921)						- 80,190	
							Excess	=	\$ 4,129
		Excess Contributions/Interest Refund (\$4,129 x 13.6314)						=	\$56,284

SAMPLE RETIREMENT ESTIMATE									
Summary:									
<ul style="list-style-type: none"> <li>• Computed annual pension (\$84,319) is <u>more than</u> the 75% AFC limitation (\$80,190)</li> <li>• Since the annual maximum pension is limited to \$80,190, the member will receive a refund of \$56,284 for excess contributions.</li> <li>• Balance of the member's contributions (for Refund Retirement Options) is \$163,716 (\$220,000 total less the \$56,284 excess contributions refund)</li> </ul>									



## Sample of Pension Calculation for Judge Service

RETIREMENT OPTION	RETIREE'S MONTHLY PENSION	BENEFICIARY'S CONTINUING PENSION	POP UP TO RETIREE	INSURANCE RESERVE	REFUND AMOUNT	REFUND %
Maximum Allowance	\$6,682	---	---	---	---	---
One	\$6,548	---	---	\$1,093,144	---	---
Two (100% Survivor)	\$6,074	\$6,074	\$6,682	---	---	---
Three (50% Survivor)	\$6,361	\$3,180	\$6,682	---	---	---
Four (5 & Max)	\$6,182	---	---	---	\$81,862	50%
Four (5 & Max)	\$5,931	---	---	---	\$122,793	75%
Four (5 & 1)	\$6,058	---	---	\$1,011,279	\$81,862	50%
Four (5 & 1)	\$5,813	---	---	\$970,347	\$122,793	75%
Four (5 & 2)	\$5,619	\$5,619	\$6,182	---	\$81,862	50%
Four (5 & 2)	\$5,392	\$5,392	\$5,931	---	\$122,793	75%
Four (5 & 3)	\$5,685	\$2,942	\$6,182	---	\$81,862	50%
Four (5 & 3)	\$5,647	\$2,823	\$5,931	---	\$122,793	75%
Five	\$5,681	---	---	---	\$163,716	100%

Note: Excess contributions refund of \$56,284 not included in this estimate.

### ACT 90/71 RETIREMENT PROVISIONS

#### Retirement benefits under Act 90/71 - Sections 88-61(c) and 88-73(e)

- Any Judge or Elected Official, after attaining the 75% AFC limitation, may elect to retire and continue in service as a judge or elected official and be eligible to receive a retirement benefit at a future separation date.
- Any excess contributions on member's account above the 75% AFC limitation will be refunded to the member after the election is made.
- Post-retirement allowances will accrue from the date of the election until the date you actually retire.

UPDATED  
GENERAL FUND FINANCIAL PLAN  
FISCAL YEARS 06 - 13  
(in millions of dollars)

	Actual FY 06	Estimated FY 07	Estimated FY 08	Estimated FY 09	Estimated FY 10	Estimated FY 11	Estimated FY 12	Estimated FY 13
<b>REVENUES:</b>								
Executive Branch:								
Tax revenues	4,425.6	4,700.5	4,983.2	5,189.2	5,428.2	5,671.1	5,946.7	6,280.2
Nontax revenues	470.9	460.7	477.4	495.4	495.8	505.0	506.0	503.2
Judicial Branch revenues	28.4	28.7	29.1	29.6	30.1	30.5	31.0	31.5
Other			(186.8)	(137.8)	(137.8)	(137.8)	(137.8)	(137.8)
<b>TOTAL REVENUES</b>	<b>4,925.0</b>	<b>5,189.9</b>	<b>5,302.9</b>	<b>5,576.5</b>	<b>5,816.2</b>	<b>6,068.9</b>	<b>6,345.9</b>	<b>6,677.1</b>
<b>EXPENDITURES</b>								
Executive Branch:								
Operating	4,422.9	4,745.3	5,165.2	5,283.5	5,353.8	5,434.0	5,484.2	5,575.9
CIP		57.5						
Specific appropriations	159.0	530.2	217.5	308.6	212.6	212.6	212.6	212.6
Sub-total	4,581.9	5,333.0	5,382.7	5,592.1	5,566.4	5,646.6	5,696.8	5,788.5
Legislative Branch	30.4	30.6	30.4	30.4	30.4	30.4	30.4	30.4
Judicial Branch	124.8	134.1	138.3	136.4	137.4	138.4	139.3	140.3
OHA	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Counties	0.3	0.6	0.0	0.0	0.0	0.0	0.0	0.0
Lapses	(61.2)	(45.0)	(45.0)	(45.0)	(45.0)	(45.0)	(45.0)	(45.0)
<b>TOTAL EXPENDITURES</b>	<b>4,679.1</b>	<b>5,456.2</b>	<b>5,509.3</b>	<b>5,716.8</b>	<b>5,692.1</b>	<b>5,773.3</b>	<b>5,824.4</b>	<b>5,917.1</b>
<b>REVENUES OVER EXPEND.</b>	<b>245.9</b>	<b>(266.3)</b>	<b>(206.4)</b>	<b>(140.3)</b>	<b>124.1</b>	<b>295.6</b>	<b>521.5</b>	<b>760.0</b>
<b>CARRY-OVER BALANCE (DEFICIT)</b>								
Beginning	486.4	732.3	466.0	259.6	119.3	243.4	539.0	1,060.5
Ending	732.3	466.0	259.6	119.3	243.4	539.0	1,060.5	1,820.5
<i>Emergency &amp; Budget Reserve Fund</i>	<i>53.5</i>	<i>61.2</i>	<i>73.5</i>	<i>85.8</i>	<i>98.0</i>	<i>110.3</i>	<i>122.6</i>	<i>134.8</i>



## FROM THE UPCOMING ISSUE

### **States Push for Judicial Pay Raises**

Amanda Bronstad / Staff reporter

March 5, 2007

States across the nation that are struggling with the demoralizing impact of lagging pay for state judges are proposing the first pay hikes for their jurists in years.

But the size of the pay raises varies from state to state, reflecting different strategies and budget limitations.

The chief justice of Oregon, Paul De Muniz, is pushing for a 30.5% increase in judicial salaries in his state.

"We need to be able to attract to the bench the best lawyers from private practice we can get, and we need to be able to retain those who go into a career of judicial service," De Muniz said. "Right now, we're having trouble doing both."

Judges in Georgia, New Jersey, New York and Oregon are pushing for their first raises in nearly five years. In the past year, some of the most substantial increases in recent years were approved in Alaska, Arizona, Massachusetts, Missouri, Pennsylvania and Tennessee.

In some states, the raises come as salaries rise among private practice lawyers and judges in comparable states. In others, the hikes are designed to closely mirror federal judicial salaries even as U.S. Chief Justice John G. Roberts Jr. is lobbying Congress for higher pay on the federal side.

But raises aren't the norm in most states. Last year, the majority of state judges that reported increases saw their salaries bump up an average of 2.4%, which is nearly on par with inflation and the first slowdown in rate increases since 2003.

Experts who track judicial salaries said the slowdown is due to lower inflation rates last year and increasing constraints on state budgets due to federal programs such as Medicare and Social Security.

### **Playing Catchup**

More than half the states reported some type of salary jump in 2006, according to the National Center for State Courts. Most of those states report regular increases, often for cost-of-living adjustments.

But several states hadn't given their judges a raise or cost-of-living adjustment in years and opted last year to play catchup. They cited salaries that had not kept up with the rising compensation of lawyers in private practice and judges in other states.

Judges in Massachusetts, for example, received a 15% raise last year after going without any raise or cost-of-living adjustment since 2000, when a three-year increase ended. The new salaries became effective retroactively on Jan. 1, 2006. Trial court judges now earn \$129,694.

"There hadn't been a pay raise in Massachusetts of any nature, including cost of living, since one was enacted in 1998," said James G. Collins, a circuit justice and former vice president of the Massachusetts Judges Conference. "As a result, we had fallen to 48th in the nation when adjusted for the cost of living."

In Missouri, a citizens' commission recommended a \$1,200 bonus across the board and a 4% raise that is expected to boost salaries for circuit court judges to \$113,520. Missouri hasn't granted a judicial raise in six years, which has been a "demoralizing factor with our state judges," said Catherine Barrie, senior legislative counsel at The Missouri Bar.

In appealing for raises, judges looked to salaries in other states and noted that the average salary for a private practice lawyer in Missouri is \$185,000, she said.

### **A 16-year Drought**

Legislators in Tennessee considered the salaries of judges in other states and private practice lawyers when approving a 14% raise last year, said Sue Allison, a spokeswoman for the Administrative Office of the Courts in Tennessee. In that state, judges received the first salary adjustment, other than cost-of-living increases, in 16 years, she said. The state's trial court judges now earn \$140,000.

"Everyone agreed that after 16 years, it was not unreasonable to review their salaries," Allison said.

In Arizona, the same comparisons came up when a salary commission approved a 12.5% increase in annual compensation for state judges that became effective this year. Arizona's last raise was approved five years ago.

"The issue was always, 'If we're not going to have higher salaries, why would qualified attorneys leave private practice?' " said Cari Gerchick, a spokeswoman at the Arizona Supreme Court.

Judicial and business leaders in Oregon compared the salaries of its state judges to the salaries of attorneys in public service and of judges in four surrounding states as part of a new task force assembled last year to look at pay increases, said De Muniz.

Judges in Oregon have not received a salary increase or cost-of-living adjustment since 2002. De Muniz said the task force has recommended that trial court judges earn \$125,000. Right now, they make \$95,800, the lowest salary in the country.

He said the governor has included enough money in a proposed budget this year to meet those requests.

The House of Representatives in Georgia passed a bill last month that would institute the first increase in base salaries for judges since 1999, said Kelly Moody, project coordinator at the Administrative Office of the Courts in Georgia. She said one reason for the increase was the growing disparity between judges and lawyers at private law firms.

Judges in the state have received a cost-of-living increase every year of about 3%. But the new increase would boost the salaries of superior court judges by 10%, to \$128,400.

### **Looking at Federal Salaries**

Other states looked to federal judicial salaries as guidance for salary increases.

Roberts is petitioning Congress to increase federal salaries, which he said have not kept up with inflation, resulting in several judges leaving the bench in recent years, particularly as the private sector offers much higher pay. Federal district court judges now make \$165,200 a year.

In New York, for example, four judges have sued the state to raise state trial court judge salaries from about \$136,000 to about the same as federal judges, said Nassau County Supreme Court Justice Joseph A. DeMaro, one of the judges in the suit. The raise would be the first since 1999.

"We're seeking a significant increase to bring us up to speed with what we think we should be-to the level of the federal district judges," he said.

Meanwhile, New York Governor Eliot Spitzer has said he allocated judicial raises in a proposed budget earlier this year.

Last month, New York Chief Judge Judith S. Kaye called for legislation that would allow judges and other state officials to regularly receive annual cost-of-living adjustments. She also suggested that a state commission be formed this year to recommend annual salary adjustments and that, beginning in 2011, a new commission would meet every four years to reassess those salaries.

New Jersey Chief Justice James R. Zazzali has been pushing legislators in recent weeks to increase state judicial salaries for the first time in seven years so that they match, or come close to, the pay of federal judges.

"Today, we are substantially behind federal salaries. They're \$165,000. Our trial judges are at \$141,000," he said. "I'm concerned about the ability to attract judges."

New Jersey's judges last received a pay raise in 2000 that was spread out over three years.

In Alaska, court administrators who sought out a substantial increase last year cited the salaries of federal district court judges. Two years earlier, Alaska's state judges had received a 6.5% raise that boosted salaries to \$116,076 due to a general state salary shift.

But Alaska's trial court judges sought and received a 31% raise on top of that. The judges now earn \$152,760.

"We'd fallen quite behind," said Rhonda McLeod, manager of fiscal operations at the Administrative Office of the Courts in Alaska.

In Pennsylvania, a bill has been introduced that would sever a newly established link between state and federal judicial salaries. In 2005, state legislators approved a salary hike that, for the first time, was based on a formula including federal judicial salaries. The increase boosted trial court judge's pay from \$135,293 and was the first major raise since the 1990s.

The raise proved controversial, prompting legislators to repeal the law, which also included increases to their own salaries. Several judges sued to retain their raises.

"The contention was that the state constitution did not permit the legislature to decrease salaries of judges and therefore the act repealing the increase, they contended, was unconstitutional," said Art Heinz, spokesman for the Administrative Office of Pennsylvania Courts.

In September 2006, the Pennsylvania Supreme Court reinstated the increase retroactively so that judges began receiving their raise on Jan. 1 of this year, he said. Most trial court judges now receive \$152,115, which includes a cost-of-living increase.

But the effect that federal salaries could have on future increases remains unclear. "There is some uncertainty about the implications for that," Heinz said.

### **Return to Normalcy**

Most states last year raised salaries by an average of 2.4%, which is barely above inflation. Those raises, which include cost-of-living adjustments, are the first slowdown since increases began climbing after 2003.



In 2005, judges received an average salary increase of 4.5%.

Court administrators in Minnesota, for example, are recommending a 5% raise in judicial salaries in this year's budget after failing to get their requested compensation in past years.

Minnesota judges, like other state employees, have received a raise every year for the past decade. In 2005, a commission that reviews judicial salaries recommended a 3% raise for that year and 2006. State legislators approved 1.5%.

"That's the smallest raise they've gotten in the last 10 years," said Sandy Neren, a lobbyist for the Minnesota District Judges Association and a lawyer in the St. Paul office of Minneapolis-based Messerli & Kramer. "Raises before then were quite a bit more because we were trying to catch up for years of no raises from back in the '90s."

At \$121,712, Minnesota's trial judges earn about the same as a first-year associate at a local law firm, she said. Even lawyers in the public sector earn more.

She said she was "hopeful" judges would get a raise this year, although she wasn't sure it would be 5%. She said the state's budget had a limited amount of money to spend.

"Health care costs are eating up a huge part of almost every state's budget," she said. "People are trying to figure out a way to contain health care costs. That is a high priority." Also, other costs such as education and transportation are taking preference in the state budget.

Benjamin Wise, research assistant at the National Center for State Courts, which compiles the data on judicial salaries, called the recent dip a "return to normalcy."

"States were recovering from adverse fiscal conditions, and so they were starting to improve judicial pay," Wise said.

He said that last year's increase rates also could be attributed to a decline in the overall inflation rate and increased costs in state budgets associated with federal programs such as Medicare, Medicaid and Social Security. Many of those programs are administrated by the states, which have been forced to absorb costs left unfunded from federal block grants.

"In the near future, that will have a bigger and bigger impact on state budgets in general," he said. "They'll have a trickle-down effect on state budgets that'll make it harder to raise salaries without a concerted effort."

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1990 Executive Salaries Adjusted by Collective Bargaining Increases and Various Annual Increases

Collective Bargaining Adjustment (BU 13)

Effective Date of Pay Increase	Governor			Lt. Governor/ Admin Dir of State		
	Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases	
1/1/1990 12/4/2006	94,780 112,000	94,780 183,037	-39%	90,041 100,000	90,041 173,948	-43%

Effective Date of Pay Increase	Dept. Head Attorney General		
	Historical/ Current Pay	1/1/1990 pay adjusted by CB increases	
1/1/1990 7/1/2006	85,302 109,242	85,302 164,859	-34%

Effective Date of Pay Increase	Dept. Head Health, Transportation, Acctg & Gen Svcs, Commerce & Cons Affairs, Tax, Budget & Finance			Dept. Head Human Svcs, Labor & Indust Rels, Land & Nat Res, Bus Econ Dev & Tourism			Dept. Head Human Res, Hawaiian Homelands, Agriculture, Public Safety			Deputy Attorney General			Deputy Health, Transportation, Acctg & Gen Svcs, Commerce & Cons Affairs, Tax, Budget & Finance			Deputy Human Svcs, Labor & Indust Rels, Land & Nat Res, Bus Econ Dev & Tourism			Deputy Human Res, Hawaiian Homelands, Agriculture, Public Safety		
	Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases	
1/1/1990 7/1/2006	85,302 104,040	85,302 164,859	-37%	85,302 98,838	85,302 164,859	-40%	85,302 93,636	85,302 164,859	-43%	77,966 100,503	77,966 150,789	-33%	77,966 95,717	77,966 150,789	-37%	77,966 90,931	77,966 150,789	-40%	77,966 86,145	77,966 150,789	-43%

3.00% Annual Increase

Effective Date of Pay Increase	Governor			Lt. Governor/ Admin Dir of State		
	Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually	
1/1/1990 12/4/2006	94,780 112,000	94,780 156,657	-29%	90,041 100,000	90,041 148,824	-33%

Effective Date of Pay Increase	Dept. Head Attorney General		
	Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually	
1/1/1990 7/1/2006	85,302 109,242	85,302 140,991	-23%

Effective Date of Pay Increase	Dept. Head Health, Transportation, Acctg & Gen Svcs, Commerce & Cons Affairs, Tax, Budget & Finance			Dept. Head Human Svcs, Labor & Indust Rels, Land & Nat Res, Bus Econ Dev & Tourism			Dept. Head Human Res, Hawaiian Homelands, Agriculture, Public Safety			Deputy Attorney General			Deputy Health, Transportation, Acctg & Gen Svcs, Commerce & Cons Affairs, Tax, Budget & Finance			Deputy Human Svcs, Labor & Indust Rels, Land & Nat Res, Bus Econ Dev & Tourism			Deputy Human Res, Hawaiian Homelands, Agriculture, Public Safety		
	Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually	
1/1/1990 7/1/2006	85,302 104,040	85,302 140,991	-26%	85,302 98,838	85,302 140,991	-30%	85,302 93,636	85,302 140,991	-34%	77,966 100,503	77,966 128,866	-22%	77,966 95,717	77,966 128,866	-26%	77,966 90,931	77,966 128,866	-29%	77,966 86,145	77,966 128,866	-33%

3.50% Annual Increase

Effective Date of Pay Increase	Governor			Lt. Governor/ Admin Dir of State		
	Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually	
1/1/1990 12/4/2006	94,780 112,000	94,780 170,099	-34%	90,041 100,000	90,041 161,594	-38%

Effective Date of Pay Increase	Dept. Head Attorney General		
	Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually	
1/1/1990 7/1/2006	85,302 109,242	85,302 153,089	-29%

Effective Date of Pay Increase	Dept. Head Health, Transportation, Acctg & Gen Svcs, Commerce & Cons Affairs, Tax, Budget & Finance			Dept. Head Human Svcs, Labor & Indust Rels, Land & Nat Res, Bus Econ Dev & Tourism			Dept. Head Human Res, Hawaiian Homelands, Agriculture, Public Safety			Deputy Attorney General			Deputy Health, Transportation, Acctg & Gen Svcs, Commerce & Cons Affairs, Tax, Budget & Finance			Deputy Human Svcs, Labor & Indust Rels, Land & Nat Res, Bus Econ Dev & Tourism			Deputy Human Res, Hawaiian Homelands, Agriculture, Public Safety		
	Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually	
1/1/1990 7/1/2006	85,302 104,040	85,302 153,089	-32%	85,302 98,838	85,302 153,089	-35%	85,302 93,636	85,302 153,089	-39%	77,966 100,503	77,966 139,924	-28%	77,966 95,717	77,966 139,924	-32%	77,966 90,931	77,966 139,924	-35%	77,966 86,145	77,966 139,924	-38%

#### 4.00% Annual Increase

Effective Date of Pay Increase	Governor			Lt. Governor/ Admin Dir of State		
	Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually	
1/1/1990 12/4/2006	94,780 112,000	94,780 184,622	-39%	90,041 100,000	90,041 175,391	-43%

Effective Date of Pay Increase	Dept. Head Attorney General		
	Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually	
1/1/1990 7/1/2006	85,302 109,242	85,302 166,160	-34%

Effective Date of Pay Increase	Dept. Head Health, Transportation, Acctg & Gen Svcs, Commerce & Cons Affairs, Tax, Budget & Finance			Dept. Head Human Svcs, Labor & Indust Rels, Land & Nat Res, Bus Econ Dev & Tourism			Dept. Head Human Res, Hawaiian Homelands, Agriculture, Public Safety			Deputy Attorney General			Deputy Health, Transportation, Acctg & Gen Svcs, Commerce & Cons Affairs, Tax, Budget & Finance			Deputy Human Svcs, Labor & Indust Rels, Land & Nat Res, Bus Econ Dev & Tourism			Deputy Human Res, Hawaiian Homelands, Agriculture, Public Safety		
	Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually	
1/1/1990 7/1/2006	85,302 104,040	85,302 166,160	-37%	85,302 98,838	85,302 166,160	-41%	85,302 93,636	85,302 166,160	-44%	77,966 100,503	77,966 151,870	-34%	77,966 95,717	77,966 151,870	-37%	77,966 90,931	77,966 151,870	-40%	77,966 86,145	77,966 151,870	-43%

# 1990 Judicial Salaries Adjusted by Collective Bargaining Increases and Various Annual Increases

## Collective Bargaining Adjustment (BU 13)

Effective Date of Pay Increase	Chief Justice			Associate Justice			ICA Chief Judge			ICA Associate Judge			Circuit Court Judge			District/Family Court Judge		
	Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases		Historical/ Current Pay	1/1/1990 pay adjusted by CB increases	
1/1/1990	94,780	94,780		93,780	93,780		91,280	91,280		89,780	89,780		86,780	86,780		81,780	81,780	
7/1/2006	144,900	183,037	-21%	139,725	181,119	-23%	134,550	176,324	-24%	129,375	173,447	-25%	125,856	167,693	-25%	118,611	158,104	-25%

## 3.00% Annual Increase

Effective Date of Pay Increase	Chief Justice			Associate Justice			ICA Chief Judge			ICA Associate Judge			Circuit Court Judge			District/Family Court Judge		
	Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.00% annually	
1/1/1990	94,780	94,780		93,780	93,780		91,280	91,280		89,780	89,780		86,780	86,780		81,780	81,780	
7/1/2006	144,900	156,657	-8%	139,725	155,004	-10%	134,550	150,872	-11%	129,375	148,393	-13%	125,856	143,434	-12%	118,611	135,170	-12%

## 3.50% Annual Increase

Effective Date of Pay Increase	Chief Justice			Associate Justice			ICA Chief Judge			ICA Associate Judge			Circuit Court Judge			District/Family Court Judge		
	Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 3.50% annually	
1/1/1990	94,780	94,780		93,780	93,780		91,280	91,280		89,780	89,780		86,780	86,780		81,780	81,780	
7/1/2006	144,900	170,099	-15%	139,725	168,305	-17%	134,550	163,818	-18%	129,375	161,126	-20%	125,856	155,742	-19%	118,611	146,769	-19%

## 4.00% Annual Increase

Effective Date of Pay Increase	Chief Justice			Associate Justice			ICA Chief Judge			ICA Associate Judge			Circuit Court Judge			District/Family Court Judge		
	Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1990 pay adjusted by 4.00% annually	
1/1/1990	94,780	94,780		93,780	93,780		91,280	91,280		89,780	89,780		86,780	86,780		81,780	81,780	
7/1/2006	144,900	184,622	-22%	139,725	182,674	-24%	134,550	177,804	-24%	129,375	174,883	-26%	125,856	169,039	-26%	118,611	159,299	-26%



1993 Legislative Salaries Adjusted by  
Collective Bargaining Increases and Various Annual Increases

**Collective Bargaining Adjustment (BU 13)**

Effective Date	Representatives and Senators			Speaker and President		
	Historical/ Current Pay	1/1/1993 pay adjusted by CB increases		Historical/ Current Pay	1/1/1993 pay adjusted by CB increases	
1/1/1993	32,000	32,000		37,000	37,000	
1/1/2007	35,900	53,495	-33%	43,400	61,658	-30%

**3.00% Annual Increase**

Effective Date	Representatives and Senators			Speaker and President		
	Historical/ Current Pay	1/1/1993 pay adjusted by 3.00% annually		Historical/ Current Pay	1/1/1993 pay adjusted by 3.00% annually	
1/1/1993	32,000	32,000		37,000	37,000	
1/1/2007	35,900	48,403	-26%	43,400	55,966	-22%

**3.50% Annual Increase**

Effective Date	Representatives and Senators			Speaker and President		
	Historical/ Current Pay	1/1/1993 pay adjusted by 3.50% annually		Historical/ Current Pay	1/1/1993 pay adjusted by 3.50% annually	
1/1/1993	32,000	32,000		37,000	37,000	
		50,047			57,866	
1/1/2007	35,900	51,798	-31%	43,400	59,892	-28%

**4.00% Annual Increase**

Effective Date	Representatives and Senators			Speaker and President		
	Historical/ Current Pay	1/1/1993 pay adjusted by 4.00% annually		Historical/ Current Pay	1/1/1993 pay adjusted by 4.00% annually	
1/1/1993	32,000	32,000		37,000	37,000	
1/1/2007	35,900	55,414	-35%	43,400	64,072	-32%

# APPENDICES

## Section B

### Appendices for Reports Reviewed by the Commission

# DETERMINING A JUDICIAL SALARY STRUCTURE: WHAT'S FAIR?

**CHARLOTTE A. CARTER-YAMAUCHI**  
Research Attorney

Report No. 5, 1997

Legislative Reference Bureau  
State Capitol  
Honolulu, Hawaii 96813  
Internet: [www.state.hi.us/lrb/](http://www.state.hi.us/lrb/)

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## FOREWORD

This study was prepared in response to Senate Concurrent Resolution No. 2, S.D. 1 (1997). The Resolution directs the Legislative Reference Bureau to study and make recommendations on an appropriate salary structure for all state judges, including pay supplements by increments for length of continuous creditable service on the bench. In addition, the Resolution requests the Bureau to address the feasibility of indexing judicial salary increases to the consumer price index or increases in compensation for other state civil service employees. The Resolution further requests the Bureau to consult with the Judicial Salary Commission to obtain relevant information.

The Bureau wishes to extend its sincere appreciation to all who provided assistance and cooperation for this study. In particular, the Bureau would like to thank members of the Judicial Salary Commission, former co-chair of the Commission, Mr. Max Sword, Chief Justice Ronald Moon, Mr. Michael Broderick, Administrative Director of the Courts, Mr. Larry Coldiron, Administrator of the Budget and Statistics Division of the Judiciary, and Ms. Christina Uebelein, Administrator of the Planning and Program Evaluation Division of the Judiciary for their time in providing invaluable input.

Wendell K. Kimura  
Acting Director

December 1997

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## INTRODUCTION

### Chapter 1

## INTRODUCTION

### Objective of the Study

The Legislature, recognizing the direct relationship between judicial compensation and judicial retention, has acknowledged that insufficient compensation creates the risk that judges will leave the bench, thus depriving the public of the significant value of experienced jurists.<sup>1</sup> Accordingly, the Legislature has declared that “there is a paramount need to ensure that the most highly qualified individuals are willing and able to serve in the State’s judicial branch without unreasonable economic hardship; . . . .”<sup>2</sup> To that end, the Legislature, during the Regular Session of 1997, adopted Senate Concurrent Resolution No. 2, Senate Draft No. 1, (hereafter Resolution) entitled “Requesting a Study to Assist the Legislature in Establishing an Appropriate Salary Structure and Pay Increments for Length of Continuous Creditable Judicial Service to the State”. The text of the Resolution appears as **Appendix A**.

The Resolution is premised upon the following two basic assumptions: that, because of the absence of an objective, statutorily established mechanism that ensures fair and adequate compensation, Hawaii’s judges are continuously drawn into the potentially compromising task of lobbying each Legislature for salary increases and improvements in benefits; and that such lobbying of the Legislature by members of the Judiciary is inconsistent with the traditional role of the courts as an independent and separate branch of government. On this latter point, the Resolution stresses the fundamental importance of the Judiciary's political neutrality and independence, in fact as well as in appearance.<sup>3</sup>

The Resolution directs the Legislative Reference Bureau (hereafter the Bureau) to study and make recommendations on an appropriate salary structure for all state judges,<sup>\*</sup> including pay supplements by increments for length of continuous creditable service on the bench, and to address the feasibility of indexing judicial salary increases to the consumer price index or increases in compensation for other state civil service employees. The Resolution further requests the Bureau to consult with the Judicial Salary Commission to obtain relevant information.

*\*For purposes of this study, the terms “judge” and “judges” include both judges and justices.*

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<sup>1</sup>Senate Concurrent Resolution No. 2, Senate Draft No. 1, Regular Session of 1997, at 1.

<sup>2</sup>Id.

<sup>3</sup>Id. at 2.

## **Methodology of Study**

In responding to the Resolution, Bureau staff reviewed the relevant history relating to judicial salaries and the judicial salary structure in Hawaii and also examined the judicial salary structure and statutory provisions in other states. In addition, Bureau staff reviewed the relevant literature relating to judicial compensation issues. Finally, Bureau staff solicited input from the Judicial Salary Commission and the Judiciary with respect to judicial compensation issues.

## **Organization of the Report**

This Chapter presents an introduction to the report.

Chapter 2 provides a historical framework for the study by reviewing the present judicial salary structure as well as previous attempts to establish an appropriate salary structure.

Chapter 3 discusses objective mechanisms that states have adopted to provide periodic adjustments to judicial salaries and reviews specific state statutory provisions relating to these mechanisms.

Chapter 4 discusses factors involved in determining fair and reasonable judicial compensation.

Chapter 5 summarizes input obtained from members of the Hawaii Judicial Salary Commission on the subject of judicial compensation.

Chapter 6 presents a summary and the Bureau's recommendations.

## Chapter 2

### HISTORICAL FRAMEWORK FOR JUDICIAL SALARY STUDY

This study is not the first to attempt to recommend an appropriate salary structure for Hawaii's judges. There have been a number of such attempts over the years. Nevertheless, while judicial salaries have increased at sporadic intervals, the salary structure itself has remained basically unchanged. Although the reasons why these previous attempts have been unsuccessful may be open to debate, what becomes apparent, upon a review of the history, is that the determination of judicial salaries has been a complex process, complicated even more by the political linking of judicial salaries with other pay issues. This chapter discusses the judicial salary structure presently in place and reviews the previous attempts to establish an appropriate salary structure and determine reasonable salary levels.

#### Present Judicial Salary Provisions

The Hawaii State Constitution requires a salary commission to review and recommend salaries of all state court justices and judges, but states no specific requirements as to the Commission's composition, duties, or operation. The Constitution further states that the judicial salaries shall be "as provided by law" and prohibits the reduction of judicial salaries during a judge's term of office, except by general law applicable to all salaried officers of the State.<sup>1</sup> Accordingly, the actual salaries of Hawaii's judges are determined by the Legislature by statute. The Legislature periodically appointed temporary commissions to fulfill the constitutional requirement for a salary commission, until the Legislature created an on-going, permanent Judicial Salary Commission in 1989 and charged it with reviewing and recommending salaries of all justices, judges, and appointed judiciary administrative officers.<sup>2</sup> The statute creating the Commission requires it to submit a report to the Legislature, with copies to the Governor and Chief Justice, by October 15 of each year preceding a fiscal biennium.<sup>3</sup> Salary amounts recommended by the Commission are submitted to the Legislature by the Chief Justice as part of the Judiciary's proposed budget, per the statute.

Judicial salaries were last increased in 1990, when the Legislature enacted a two-step increase, retroactive to January 1, 1989 and January 1, 1990, respectively.<sup>4</sup> Present salaries are as follows: the Chief Justice of the supreme court receives \$94,780 and each associate justice receives

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<sup>1</sup>Haw. Const. art. VI, §3.

<sup>2</sup>1989 Haw. Sess. Laws, Act 271.

<sup>3</sup>Haw. Rev. Stat. §608-1.5.

<sup>4</sup>1990 Haw. Sess. Laws, Act 72.

\$93,780;<sup>5</sup> the Chief Judge of the intermediate appellate court receives \$91,280 and each associate judge receives \$89,780;<sup>6</sup> each circuit court judge receives \$86,780;<sup>7</sup> each district court judge receives \$81,780;<sup>8</sup> and each district family court judge receives \$81,780.<sup>9</sup>

## Relevant History of Judicial Salaries in Hawaii

Judicial salaries in Hawaii have frequently been held hostage to the political process and, on occasion, have been fraught with controversy. Before the permanent Judicial Salary Commission was established, special advisory committees were convened in 1975, 1980, 1984, and 1989 to study the issue of judicial compensation. Each one of these concluded that the level of judicial compensation was inadequate.

In 1975, the Special Committee of the Judicial Council on Judicial Salaries recommended an approximately 45% pay increase for Hawaii's judges, whose salaries had been stuck at 1969 levels, and urged that "provision . . . be made for periodic adjustments to [judicial salaries] to cover cost-of-living adjustments."<sup>10</sup> The Committee based its recommendations upon the determination that salaries should meet these three tests:

- (1) Be commensurate with responsibilities;
- (2) Provide security for judges and their families; and
- (3) Be competitive with what private attorneys make to attract successful and experienced practitioners to the bench.<sup>11</sup>

The Legislature eventually passed a pay bill for judges, but it was clouded in controversy. Two separate actions by the 1975 Legislature aroused violent public furor in the dying days of the session: a conference committee amendment that raised legislative pensions by 150% without advance hearings or public notice; and a conference committee pay bill that lumped together, in a "take or leave it" package, generous pay increases for judges and top state officials, and also

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<sup>5</sup>Haw. Rev. Stat. §602-2.

<sup>6</sup>Id. at §602-52.

<sup>7</sup>Id. at §603-5.

<sup>8</sup>Id. at §604-2.5.

<sup>9</sup>Id. at §571-8.2 (salaries same as district court judges).

<sup>10</sup>Hawaii, Report of the Commission on Judicial Salaries (Honolulu: 1984), at 27, quoting from Hawaii, Report of the Special Committee of the Judicial Council on Judicial Salaries (Honolulu: 1975) at 4.

<sup>11</sup>See Honolulu Star Bulletin, February 25, 1975 (editorial).



included pay raises for the Governor and Lieutenant Governor, both of whom had been left out of earlier versions of the pay bill.<sup>12</sup> The public outrage reportedly was so great over the pension bill that legislators petitioned the Governor to veto it, which he did. However, the public animosity carried over to the pay bill as well. In the end, legal challenges to the 1975 executive and judicial pay bill reached the Hawaii Supreme Court, where the justices, refusing to disqualify themselves, upheld its legality.<sup>13</sup> The ensuing “freeze” on state officials’ pay, including that of judges, has been attributed directly to the public wrath that followed the 1975 session.<sup>14</sup>

In this aftermath, the Legislature would not entertain the issue of pay increases for judges again until the regular session of 1981. After the defeat of proposed legislation to establish a permanent advisory judicial salary commission, pursuant to Section 3, Article VI of the Hawaii Constitution, the Judicial Council had reactivated its second Special Committee of the Judicial Council on Judicial Salaries.<sup>15</sup> The Special Committee proposed an across-the-board \$25,000 annual raise for Hawaii’s judges to the 1981 Legislature. The Committee’s report stated: “We believe that failure to adjust judicial salaries cannot fail to adversely affect the state’s ability to recruit and retain adequately qualified judges.”<sup>16</sup> The Committee noted that: in the ensuing years since the last judicial pay raise, the cost of living in Hawaii had risen 50%; the public employees collective bargaining units had received pay raises of approximately 41%; and Hawaii’s judges fared poorly in comparisons with salaries of experienced local attorneys and those of jurists in other jurisdictions.<sup>17</sup>

During this time period, there was much public hand-wringing about the widening disparity between pay levels of state and county officials, as well as between collective bargaining unit employees and exempt employees. City and county of Honolulu pay levels had jumped ahead of their state counterparts, primarily because city and county administrative salaries were boosted whenever the pay for top-level union workers was increased, while salaries for state officials and judges had been frozen in place since 1976. This system of tying pay for top officials to levels negotiated for city and county workers in collective bargaining was widely and severely criticized as creating an inherent conflict of interest by giving city and county executives who handle union

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<sup>12</sup>See e.g., Jerry Burris & Sandra Oshiro, “Panel OKs 18% hike in top state salaries,” The Honolulu Advertiser, April 24, 1982; A.A. Smyser, “Public Service Pay in Hawaii,” Honolulu Star Bulletin, May 11, 1981; “The real pay issue,” The Honolulu Advertiser, July 11, 1975 (editorial); “The Pay Package,” Honolulu Star Bulletin, July 9, 1975 (editorial).

<sup>13</sup>“’75 raise upheld by top Isle court,” The Honolulu Advertiser, May 13, 1977, at A-10.

<sup>14</sup>See A.A. Smyser, “Public Service Pay in Hawaii,” Honolulu Star Bulletin, May 11, 1981; See also Jerry Burris & Sandra Oshiro, “Panel OKs 18% hike in top state salaries,” The Honolulu Advertiser, April 24, 1982.

<sup>15</sup>Hawaii, Report of Public Officers and Employees Compensation Review Commission (Honolulu: February 1983), at 11.

<sup>16</sup>“Top Judicial Pay of \$72,500 Is Urged,” Honolulu Star Bulletin, March 2, 1981 (Boswell’s Capitol Journal).

<sup>17</sup>See Hawaii, Report of Public Officers and Employees Compensation Review Commission (Honolulu: February 1983), at 11-12; “Governor, Judges Deserve Pay Raises,” Honolulu Star Bulletin, March 19, 1981, at A-16.

negotiations a vested interest in reaching higher settlements.<sup>18</sup> Collective bargaining contributed to the pay disparity by pushing up the pay for government employees while the salary levels for top-level state officials and judges remained frozen. This resulted in growing numbers of collective bargaining employees making more than their supervisors.<sup>19</sup>

Legislators also were wrestling with problems stemming from the long standing tradition of using the Governor's salary as a benchmark in setting the salaries of all other government officials. Under this system, the Governor's salary was set at the apex of the salary scale, with the pay of cabinet members, the president of the University of Hawaii, and judges set at levels just below that of the Governor and the salary of other, lesser officials at descending levels below that.<sup>20</sup> The salary ceiling created by this system was criticized as hampering efforts to keep competent people and to recruit highly qualified new ones. In addition, it created absurd situations whereby top University of Hawaii administrators could get pay raises by quitting and resuming their tenured

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<sup>18</sup>See, Gregg Kakesako, "Ariyoshi Signs Executive Pay Hike, but Won't Take His," Honolulu Star Bulletin, May 28, 1982 (lawmakers say county executives in conflict-of-interest position every time they negotiate a pay increase for unionized workers); "Beyond pay raises, The Honolulu Advertiser, May 4, 1982 (editorial) (city executives have direct vested interest in increased wages for government workers under them); A.A. Smyser, "Public Service Pay in Hawaii," Honolulu Star Bulletin, May 11, 1981 (removes incentive for city officers to represent the taxpayers in holding out for restrained collective bargaining increases); A.A. Smyser, "Public Service Pay in Hawaii," Honolulu Star Bulletin, May 11, 1981 (removes incentive for city officers to represent the taxpayers in holding out for restrained collective bargaining increases); "Better system needed: Raising government pay, The Honolulu Advertiser, March 11, 1981 (editorial) (system gives city executives a vested interest in higher settlements for workers they oversee); Jerry Burris, "Citizens panel urges legislators to give top state aides 20% raise," The Honolulu Advertiser, January 9, 1981 (inherent conflict of interest in that union negotiations that are handled by county executives directly impact executives' own salaries).

<sup>19</sup>See Vance C. Cannon, "State Commission on Government Salaries, Honolulu Star Bulletin, February 26, 1983 (commission's research continually found subordinates making more than their superiors); Jerry Burris, "Legislature faces trouble over secret talks on pay, The Honolulu Advertiser, April 29, 1981 (with defeat of 1981 pay bill, estimated that by 1982, there would be approximately: 578 unionized workers earning more than appointed cabinet officers in jobs superior to theirs; and 200 non-unionized supervisory personnel denied raises given to co-workers because salary ceiling prevents them from earning more than their bosses).

<sup>20</sup>See e.g., Richard Borreca, "Governor's commission proposes hefty pay hikes," Honolulu Star Bulletin, March 3, 1989 (commission recommended rising executive salaries to ensure governor made more than other elected officials in Hawaii); "Government pay" Honolulu Star Bulletin, February 26, 1989 (editorial) (long considered impossible for any state official to be paid more than the governor); Rob Perez, "Bill would make justices highest-paid state officials," Honolulu Star Bulletin, February 18, 1989 (quotes Senator Ron Menor, Chair of the Senate Judiciary Committee, regular session of 1989, as saying, "If the chief justice of the Supreme Court makes substantially more than the governor, I don't know if the public would buy that or if I'll buy that"); Jerry Burris, "State officials asked to propose a figure for governor's raise," The Honolulu Advertiser, February 26, 1985 (Comment that, "as a matter of principle, governor should be highest-paid public official in the state," attributed to Senator Gerald Machida, Chair of the Senate Labor and Employment Committee); Vance C. Cannon, "State Commission on Government Salaries, Honolulu Star Bulletin, February 26, 1983 (commission made determination that position of governor should be highest paid public office in state); Douglas Boswell, "Top Judicial Pay of \$72,500 Is Urged," Honolulu Star Bulletin, March 2, 1981 (Boswell's Capitol Journal) (long-standing custom to use governor's salary as benchmark in setting salaries of other government officials); Greg Kakesako, "Several Legislators Back Higher State Executive Salaries, Honolulu, Star Bulletin, January 9, 1981 ("governor should be the highest paid political office in the state," quoting Senate President Richard S.H. Wong, regular session of 1981).

teaching positions.<sup>21</sup> Other critics pointed out that this system failed to take into account the personal residence staffed with help, the limousine and driver, and other perquisites the Governor receives in addition to an annual salary.<sup>22</sup>

These concerns led to calls for a better and more permanent method of determining a salary structure that achieves a realistic relationship between pay levels in government service.<sup>23</sup> As the *Star Bulletin* put it:

Pay matters are complicated concerns. They affect the government's ability to attract and keep talent. They affect morale and a sense of equity. They are potential dynamite politically.

The state has complicated matters by allowing more than five years to pass between top level readjustments.

For judicial salaries, at least, this is a longer gap between adjustments than in any other state. In level of judicial pay we have dropped from No. 8 among the states to No. 35.

We need not just pay raises for top personnel and judges from this Legislature but a better on-going way of setting and administering them.<sup>24</sup>

In the swirl of such controversy, the 1981 pay bill died, in part because of a standoff between the House and Senate over the amount of the raise and because of public concern expressed over the closed door negotiations of a special subcommittee of the conference committee, which resulted in a tentative agreement on the final version of the pay package.<sup>25</sup> However, in an extended 1982 session, the Legislature finally approved the first salary increase since 1976 for judges, the Governor, his cabinet, University of Hawaii president, and other state officials. In addition to an 18% pay hike, the pay bill: included a freeze on county salaries until the state salary levels could catch up; outlawed the city and county's automatic linkage of salaries of certain elected and appointed county officers to union pay raises; and provided for a reduction in state grants to the counties in an amount equal to any mandatory salary adjustment at the county level that is directly or indirectly dependent upon or related to collective bargaining negotiated salary adjustments. This latter provision was enacted in case either of the first two provisions were struck down by the courts.<sup>26</sup> This prohibition on mandatory increases tied to collective bargaining agreements is codified as section 78-18.3 of the *Hawaii Revised Statutes*. (See **Appendix B**)

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<sup>21</sup>See A.A. Smyser, "Public Service Pay in Hawaii," *Honolulu Star Bulletin*, May 11, 1981.

<sup>22</sup>See e.g., A.A. Smyser, "Public Service Pay in Hawaii," *Honolulu Star Bulletin*, May 11, 1981; Jerry Burris, "Citizens panel urges legislators to give top state aides 20% raise," *The Honolulu Advertiser*, January 9, 1981.

<sup>23</sup>See e.g., "Governor, Judges Deserve Pay Raises," *Honolulu Star Bulletin*, March 19, 1981, at A-16; "Better System Needed: Raising government pay," *The Honolulu Advertiser*, March 11, 1981.

<sup>24</sup>"Governor, Judges Deserve Pay Raises," *Honolulu Star Bulletin*, March 19, 1981, at A-16.

<sup>25</sup>See, A.A. Smyser, "Public Service Pay in Hawaii," *Honolulu Star Bulletin*, May 11, 1981; Jerry Burris, "Legislature faces trouble over secret talks on pay," *The Honolulu Advertiser*, April 29, 1981.

<sup>26</sup>See, 1982 Haw. Sess. Laws, Act 129, Part IV. See also Jerry Burris & Sandra Oshiro, "Panel OKs 18% hike in top state salaries," *The Honolulu Advertiser*, April 24, 1982. The constitutionality of these provisions in Act 129 were upheld in *City & County of Honolulu v. Ariyoshi*, 67 H. 412, 689 P.2 757 (1984).

With respect to the city and county's automatic adjustment of top-level officials' salaries based upon collective bargaining agreements, the Legislature stated:

Such an automatic adjustment provision is unsound and inadvisable public policy which is detrimental to the public interest. A basic conflict of interest exists when the county officers whose salaries are adjusted according to collective bargaining agreements are parties in negotiating the collective bargaining agreements. On the other hand, these county officers have a duty to engage in negotiations of collective bargaining agreements with the public interest foremost. The public interest requires the minimum expenditure of public moneys necessary for the efficient operation of government. On the other hand, these county officers will receive higher salaries if significant or substantial, or indeed if any, salary or wage increases are provided under the collective bargaining agreements. Thus the conflict of interest is obvious.

The legislature further finds that such automatic adjustments for any top-level officer of any level of government are anathema to good government and to present sunshine laws of this State. The people of this State deserve to see the methodology of salary increases for top-level officers of all levels of government, and the people should have the opportunity to testify for or against such increases. Such open government is basic to a democracy and the automatic adjustment of salaries of top-level officers, who have the greatest responsibilities to the public, without public display and input violates the principles of a democratic society.<sup>27</sup>

The Legislature also found the "inequitable, unintegrated, and uncoordinated compensation system" that existed between and among the top-level elected and appointed officers or employees of the state and county government, particularly with respect to the counterpart positions at these two levels of government, to be an "urgent and important matter of statewide concern and interest" that adversely affected overall officer and employee morale and required immediate action."<sup>28</sup> Accordingly, the Legislature created a commission to review salaries and to develop and recommend a meaningful, integrated, and equitable comprehensive salary schedule for state and county government officers and employees.<sup>29</sup>

The Public Officers and Employees Compensation Review Commission submitted its report on a statewide integrated compensation structure in February 1983. The Compensation Review Commission relied upon the traditional "benchmark approach," with the Governor's salary at the apex, to recommend specific compensation levels and individual classification rates.<sup>30</sup> The

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<sup>27</sup>Id. at §34.

<sup>28</sup>Id. at §34A.

<sup>29</sup>Id. at §36.

<sup>30</sup>Hawaii, Report of Public Officers and Employees Compensation Review Commission (Honolulu: February 1983), at 17.



Compensation Review Commission's proposed Hawaii state integrated salary system appears as **Appendix C**. The Compensation Review Commission also recommended that a permanent compensation commission be established by the Legislature to provide for the on-going evaluation and review of executive compensation.<sup>31</sup>

The Compensation Review Commission adopted a set of principles to guide it in its deliberations, including that: compensation rates should be sufficiently adequate to attract qualified personnel; compensation rates should be sufficiently competitive in the marketplace; and compensation structure should provide for adjustment due to changing conditions.<sup>32</sup> Furthermore, the Compensation Review Commission observed that, in view of past legislative action taken in response to previous compensation commission recommendations, it considered comparisons within the private sector, with due consideration to the labor market existing in Hawaii, to be more relevant to its decision making than factors such as changes in the consumer price index, comparisons with demographic data, or compensation rates of government executives in other jurisdictions.<sup>33</sup> Although the Compensation Review Commission received some praise for its work, 1983 was a time of painful budget cuts, and no steps were taken to implement any of the Compensation Review Commission's recommendations.<sup>34</sup>

In July of 1984, a Commission on Judicial Salaries was jointly established by the Chief Justice, the Governor, the Senate President and the Speaker of the House of Representatives. After conducting a thorough review of factors relevant to determining salaries, including comparisons of: salaries of judges across the nation and in the federal system; cost of living and personal income per capita across the country; income of private attorneys locally; and salaries of city and state employees, the Commission submitted its report in November 1984. Concluding that the then present salary levels for judges were "woefully inadequate," neither "fair" nor "just," and "an unwarranted obstacle to the recruitment and retention of talented individuals" for the bench, the Commission warned of a "continuing erosion in the quality of justice . . . brought about not by dishonesty and corruption but by mediocrity engendered by the hidden costs associated with public service."<sup>35</sup> The Commission further noted that "inadequate judicial compensation" was a "recurring" problem.<sup>36</sup> The Commission recommended that the State: adopt a goal of compensating its jurists at a level comparable with judges of similar responsibility in the federal

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<sup>31</sup>Id. at 25-29. This idea has been repeatedly voiced by other temporary commissions in the past, including by the Governor's Committee on Executive Salaries, Report dated January 1981. See e.g., id. at 10; Hawaii, Report of the Commission on Judicial Salaries (Honolulu: 1984), at iii.

<sup>32</sup>Hawaii, Report of Public Officers and Employees Compensation Review Commission (Honolulu: February 1983), at 23.

<sup>33</sup>Id. at 17.

<sup>34</sup>See "Stalled pay issue," Honolulu Star Bulletin, February 20, 1983 (editorial).

<sup>35</sup>See Hawaii, Report of the Commission on Judicial Salaries (Honolulu: 1984), at iii & 30.

<sup>36</sup>Id. at iii.

court system; and establish a permanent judicial salary commission, pursuant to Article VI, Section 3, of the State Constitution, to provide on-going salary review and recommendations of fair, reasonable, and just salary levels.<sup>37</sup>

Despite the Commission's strongly worded report, Hawaii's judges would not see another pay increase until the regular session of 1986, an interval of four years since the previous increase. In 1986, the Legislature raised salaries for the associate supreme court justices by 47%, the appellate court judges by 41%, the circuit court judges by 37%, and the district court judges by 25%. The salary for the Chief Justice of the supreme court increased from \$56,430 to \$80,000, and the salary for the Chief Judge of the intermediate appellate court increased from \$53,460 to \$75,500.<sup>38</sup>

In 1989, a Citizens' Salary Commission proposed an 18.5% increase for the Governor and top state executives. At the same time, a separate Advisory Committee on Judicial Salaries, appointed by the Chief Justice, submitted its report recommending salary increases for judges of 20 to 25%, stating that it was "imperative" that the level of judges' salaries have "at least a reasonable relationship" to what they could earn otherwise, in order to attract and retain qualified attorneys to the bench. The Advisory Committee conceded that, because judicial office offers "attractions [that are] entirely independent of financial considerations," comparisons between judicial salaries and those in the private sector "cannot be considered in a vacuum." Nevertheless, it maintained that financial compensation must be "at least marginally competitive" and, while not the "principal incentive for public service, neither should it be a deterrent" to public service.<sup>39</sup>

The Advisory Committee also emphasized the valuable contribution that experienced judges provide and concluded that encouraging these judges to remain on the bench would be in the "best interests of the judiciary and the community."<sup>40</sup> To achieve this goal, the Advisory Committee also recommended a three-tiered salary structure for circuit and district court judges that would provide for periodic salary increases based upon years of service in each court. The Advisory Committee proposed that: district court judges receive a \$5,000 salary increase after their first six-year term, thus encouraging them to apply for retention, and another \$5,000 salary increase after ten years on the district court bench; and circuit court judges receive a \$5,000 salary increase halfway through their first term (at five years) and another \$5,000 salary increase after the start of their second ten-year term. Under this proposed salary structure scheme, district court judges with ten years of experience would receive as much as a newly appointed circuit court judge, and circuit court judges with more than ten years of experience would earn as much as an associate judge on

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<sup>37</sup>*Id.* at iii & 25. A 4% pay hike had just gone into effect on July 1, 1984, for federal judges, setting the pay at \$80,400 for judges of the United States courts of appeal and at \$76,000 for judges of the United States district courts. *Id.* at 17.

<sup>38</sup>Stirling Morita & Gregg Kakesako, "Governor, Cabinet Officers, State Judges Given Pay Raises," *Honolulu Star Bulletin*, May 14, 1986. The increase was retroactive to January 1, 1986.

<sup>39</sup>Hawaii, *Report of the Advisory Committee on Judicial Salaries* (Honolulu: 1989), at 14-15 (emphasis supplied).

<sup>40</sup>*Id.* at 26.

the intermediate court of appeals. The Advisory Committee reasoned that this would allow judges who enjoy their work to remain at their current court level without either financial sacrifice or feeling compelled to apply for a higher level judgeship simply to increase their salaries.<sup>41</sup>

The regular session of 1989 ended with hefty pay raises of 18.4% for the Governor and 24.7% for department directors. The executive raises were in two phases; the first retroactive to January 1, 1989; and the second effective January 1, 1990.<sup>42</sup> There were no salary increases for judges, however. Nevertheless, the Legislature did finally establish a permanent Judicial Salary Commission, charged with reviewing judicial salaries and submitting recommendations by October 15 of each year preceding a fiscal biennium.<sup>43</sup>

The next year, the Legislature approved a two-step salary increase for Hawaii's judges, similar to the executive raises passed the previous year: the first step was an average 18.22% increase retroactive to January 1, 1989; and the second was an average of 4.78% increase retroactive to January 1, 1990.<sup>44</sup> This increase brought the salary of the Chief Justice even with that of the Governor.

Although the newly created Judicial Salary Commission submitted reports to the Legislature in 1994 and 1995, concluding that salaries of Hawaii's judges were inadequate, it reportedly "withdrew" its recommendations for any increase "in deference to the State's slower economy and concerns regarding state finances."<sup>45</sup>

Prior to the Regular Session of 1997, however, the Judicial Salary Commission made a strong case for a pay raise for Hawaii's judges. Noting in its report to the Legislature that the salaries of Hawaii's judges were below the national median at every judicial level, the Commission contended that Hawaii's judges fared even worse when salary comparisons among the states were adjusted to eliminate disparity caused by differences in per capita income. (See **Appendix D.1 to D.3**).<sup>46</sup> Moreover, relying upon 1996 data, the Commission reported that Hawaii was the only state that had not increased the salary of its judges since 1990 and was one of

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<sup>41</sup>See *id.* at 24-28.

<sup>42</sup>See 1989 Haw. Sess. Laws, Act 329, §1, amending Haw. Rev. Stat. §26-51.

<sup>43</sup>See 1989 Haw. Sess. Laws, Act 271, codified at Haw. Rev. Stat. §608-1.5.

<sup>44</sup>See 1990 Haw. Sess. Laws, Act 72, §§3-6; Hawaii Judicial Salary Commission, Report on Judicial Salaries (Honolulu: October 1996) at 8 [hereinafter cited as 1996 Hawaii Salary Commission Report].

<sup>45</sup>*Id.* at 8.

<sup>46</sup>*Id.* at 10-12. The Commission, using 1996 data from the National Center for State Courts, applied the following "normalizing" formula: (per capita income in Hawaii) divided by (per capita income in state "A") multiplied by (actual judicial salary in state "A"). The Commission conceded that such comparisons should be viewed with caution because "per capita income" alone is not considered a complete assessment of a state's cost of living index. *Id.* at 11, n. 5.

only four states that had not increase judges' salaries at least twice since 1990.<sup>47</sup> The Commission recommended a 15% judicial salary increase, 5% of which would be retroactive to July 1, 1996.<sup>48</sup> The Commission observed, at the time, that such an increase would raise Hawaii's national ranking for judicial salaries from 35th to 14th in the nation.<sup>49</sup>

In considering many factors relevant to determining fair and reasonable salary levels, the Commission's Report made the following observations:

- Federal jurists in Hawaii have received salary increases totaling approximately 38% over the last four years, and presently the lowest paid federal magistrate makes \$28,132 more than the Chief Justice of the Hawaii Supreme Court;<sup>50</sup>
- Compensation of Hawaii's judges is substantially lower than the income of Hawaii attorneys in private practice;<sup>51</sup>
- Since 1990, collective bargaining unit 13 (professional and scientific employees), the University of Hawaii Professional Assembly, and collective bargaining unit 8 (the University of Hawaii administrative, professional, and technical employees) have received a 14.44%, 14.51%, and a 14.45% salary increase, respectively;<sup>52</sup>
- At least eighty individuals at the University of Hawaii, including executives, deans and directors, researchers, and professors receive salaries that are higher than the Chief Justice's salary — this group includes the dean of the School of Law and a professor of law;<sup>53</sup> and
- Judicial pay scales have not kept pace with the cost of living in Hawaii.<sup>54</sup>

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<sup>47</sup> 1996 Hawaii Salary Commission Report, at 10. The Commission relied upon data from the National Center for State Courts, "Survey of Judicial Salaries" (Williamsburg: July 1996 ed.).

<sup>48</sup> The Commission's actual recommendations are contained in a letter from the Commission to the Honorable Members of the Nineteenth Legislature, dated January 13, 1997.

<sup>49</sup> Id.

<sup>50</sup> See 1996 Hawaii Salary Commission Report, at 12-13.

<sup>51</sup> Id. at 16.

<sup>52</sup> Id. at 18 (Figure 3).

<sup>53</sup> Id. at 19.

<sup>54</sup> Id. at 19-20.



In addition to recommending the judicial salary increase, the Commission made the following recommendations: that judicial salaries should automatically increase in the same percentage as the median percentage of other state civil service compensation plan adjustments, to obviate the need for large, catch-up increases; and that a study should be conducted to establish an appropriate salary structure for all judges, with the rates of compensation at each court level supplemented by increments for length of service on the bench.<sup>55</sup>

During the 1997 regular session, the Legislature, in evident agreement with the Commission that Hawaii's judges deserved a salary increase, enacted House Bill No. 1393, C.D. 1, which appropriated salary increases of 4% for each of fiscal years 1996-1997, 1997-1998, and 1998-1999 for supreme court justices, intermediate appellate court judges, circuit court judges, and district court judges. However, the Governor vetoed the bill, contending that a pay raise without pension changes would only provide judges incentive to leave the bench with full pension after their ten-year vesting period on the bench.<sup>56</sup>

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<sup>55</sup>Letter from the Judicial Salary Commission to the Honorable Members of the Nineteenth Legislature, dated January 13, 1997.

<sup>56</sup>Benjamin J. Cayetano, Governor of Hawaii, Statement of Objections to House Bill No. 1393, Regular Session of 1997 (June 20, 1997).

## Chapter 3

### JUDICIAL SALARY PROVISIONS OF OTHER STATES

In determining a fair and equitable salary structure for Hawaii's judges, it is useful to look at other states' judicial salary provisions. The National Center for State Courts regularly publishes a Survey of Judicial Salaries. Relying upon the National Center's July 1996 edition of its "Survey of Judicial Salaries", the Judicial Salary Commission's 1996 report had noted that Hawaii was the only state that had not increased the salary of its judges since 1990 and was one of only four states that had not increase judges' salaries at least twice since 1990.<sup>1</sup> The passage of time has done nothing to improve Hawaii's dismal record in this regard. The National Center's Fall 1997 edition of the salary survey, which reflects judges' salaries as of July 1, 1997, indicates that: thirty-eight states have reported changes in the salaries of judges since the Commission's 1996 report; and thirteen states already have enacted increases in judicial salaries that will be effective sometime at the end of 1997 or during 1998.<sup>2</sup>

The National Center for State Courts reported the following salary ranges as of July 1, 1997:

- Salaries of associate justices of the highest courts range from \$78,762 to \$133,600, with a mean (average) of \$103,965 and a median of \$104,554;
- Salaries of judges of intermediate appellate courts range from \$79,413 to \$124,200, with a mean of \$102,527 and a median of \$101,591;
- Salaries of judges of general jurisdiction trial courts range from \$73,616 to \$115,300 with a mean of \$93,041 and a median of \$91,433.<sup>3</sup>

Hawaii's judicial salaries fall near the bottom of these ranges. The National Center's Survey ranked Hawaii's judicial salaries as follows among the other states: the justices on the supreme court and the intermediate court of appeals rank 36 out of 50 and 30 out of 39, respectively, and the circuit court judges rank 30 out of 50.<sup>4</sup> The Judicial Salary Commission has contended that the salary rankings for Hawaii's judges fall even lower when salary comparisons among the states are adjusted to eliminate disparity caused by differences in per capita income.<sup>5</sup>

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<sup>1</sup>Hawaii Judicial Salary Commission, Report on Judicial Salaries (Honolulu: October 1996). The Commission relied upon data current as of October 1996.

<sup>2</sup>See National Center for State Courts, "Survey of Judicial Salaries," (Williamsburg: Fall 1997), at 10 [hereinafter cited as NCSC Salary Survey]. The thirteen states are: Arizona (1/5/98), Arkansas (7/1/98), Connecticut (10/1/98), Florida (7/1/98), Michigan (1/1/98), Nebraska (7/1/98), Nevada (1/3/99), North Dakota (7/1/98), Oklahoma (1/1/98), South Carolina (7/1/98), Texas (9/1/98), Vermont (1/4/98), and Virginia (12/1/97). See *id.* at 11.

<sup>3</sup>*Id.* at 1.

<sup>4</sup>*Id.* at 10.

<sup>5</sup>See Chapter 2, note 46 and accompanying text.

Although actual judicial salary levels are an undeniably important element of an adequate salary structure, more critical perhaps is the establishment of an on-going objective mechanism that ensures regular judicial salary adjustments are made at a fair and reasonable level. At least twenty jurisdictions have adopted some mechanism that attempts to provide periodic increases to judicial salaries, while avoiding some of the political entanglements that often are involved in such endeavors. Three types of mechanisms for judicial salary adjustments will be discussed in this chapter.

The first mechanism, referred to in the literature as an automatic salary escalator provision, involves tying judicial salary increases to some factor that, when it occurs, will result in an automatic increase in pay for all judges. For example, judges salaries may be tied to pay increases for a certain group of state employees or to a cost of living pay increase given across the board to all state employees or to increases occurring in an economic indicator, such as the consumer price index. Often a maximum cap is imposed upon any increase. Usually the automatic escalator provision is specified in a state's statutes, but in a few states, this mechanism exists as a matter of practice or has been instituted by action of a salary commission.

The second mechanism, used by four states, is longevity pay supplements provided to judges based on length of service on the bench.

The third mechanism involves giving greater control to salary commissions to set judges' salaries and, in some states, salaries for other officials as well. A number of states, including Hawaii, have advisory commissions to recommend salary levels for judges. In these states, the legislature is under no obligation to act upon these recommendations. However, in eight states, the commission's determinations carry greater weight, becoming law unless the legislature affirmatively acts to modify or reject them. In addition, in Washington State, the citizens' salary commission's determination becomes law without any input whatsoever from the legislature.

The various state statutory provisions concerning these mechanisms are discussed in the remainder of this chapter. It should be noted that a few states, such as Illinois, Maryland, and Nevada, may use more than one of these mechanisms, and thus, may be discussed in more than one section of this chapter.

## ***AUTOMATIC ESCALATOR MECHANISMS***

### **ALASKA**

Judges' salaries in Alaska are tied to salary increases for state exempt classified employees. If the monthly basic salary for Step E, Range 28, of the salary schedule for classified and exempt state employees of the executive branch increases, the monthly base salary of judges will increase by the same percentage.<sup>6</sup> In addition, compensation may be supplemented with a geographic cost-of-living adjustment depending upon the location of a judge's primary office assignment.<sup>7</sup> The geographic cost-of-living adjustment is a variable percentage, depending upon location, that applies to the first \$40,000 of the yearly base salary of a justice of the supreme court or a judge of the superior or district court.<sup>8</sup> Alaska also has tied judicial salaries to performance with a unique provision that conditions the issuance of a salary warrant to a judge upon the judge filing an affidavit with the state officer designated to issue salary warrants stating that no matter referred to the judge for opinion or decision has been uncompleted or undecided by the judge for a period of more than six months.<sup>9</sup>

### **CALIFORNIA**

In California, the salaries of judges are increased every July 1, by an amount produced by multiplying the then existing salary of each judge by the average percentage salary increase for the current fiscal year for state employees. Any dollar limitation the legislature places on salary increases for state employees applies to judges in the same manner applicable to state employees in comparable wage categories.<sup>10</sup>

### **DISTRICT OF COLUMBIA**

The compensation of the judges in the District of Columbia is tied to that of judges on the federal bench and thus increases automatically as federal judges receive pay increases based upon the Employment Cost Index (ECI), per the Ethics Reform Act of 1989.<sup>11</sup> The judges of the District of Columbia Court of Appeals are compensated at the same rate prescribed by law as judges of the United States courts of appeals, except that the chief judge receives an additional

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<sup>6</sup>Alaska Stat. §22.05.140 (supreme court), §22.07.090 (court of appeals), §22.10.190 (superior court), and §22.15.220 (district court) (1996).

<sup>7</sup>See id.

<sup>8</sup>Id. at 22.35.010.

<sup>9</sup>Id. at §§22.05.140, 22.07.090, 22.10.190, and 22.15.220.

<sup>10</sup>Cal. Gov't Code §68203 (West 1997).

<sup>11</sup>See 28 U.S.C. 461 (1994).



\$500 per annum.<sup>12</sup> Likewise, the judges of the superior court are compensated at the rate prescribed by law for judges of the United State district courts, with the chief judge receiving an additional \$500 per annum.<sup>13</sup>

## **ILLINOIS**

The salaries of Illinois judges are tied to an automatic escalator by action of the Illinois Compensation Review Board, which, at least biennially, reviews the salaries of judges, elected constitutional officers of the state, members of the general assembly, and certain appointed officers of state government. In its May 1990 report to the legislature, the Compensation Review Board recommended that on July 1, 1991 and on July 1 of each year thereafter, the salary of each office or position provided for in the report or any subsequent reports of the Compensation Review Board, be increased by a percentage increase equivalent to that of the “Employment Cost Index; Wages and Salaries, By Occupation and Industry Groups: State and Local Government Workers: Public Administration”, as published by the Bureau of Labor Statistics of the United States Department of Labor, for the calendar year immediately preceding the year of the respective July 1st increase date. The increase under this provision is to be no less than zero and no greater than five percent.<sup>14</sup> The Compensation Review Board’s report containing its recommendations with respect to salaries becomes law unless the Illinois General Assembly (legislature), within thirty days after session is convened, disapproves the report in whole or reduces it proportionately by a resolution, adopted by a record vote of the majority of the members elected in each house, directed to the Compensation Review Board.<sup>15</sup> Thus far, the General Assembly has never disapproved the Compensation Review Board’s recommendation that judges automatically receive the cost of living adjustment given to state and local government workers. Additional information relating to the Compensation Review Board is presented in the last section of the chapter.<sup>16</sup>

## **KANSAS**

In Kansas, increases in judges salaries are tied to those received by state classified civil service employees. If the rates of compensation of the pay plan for civil service employees are increased, the judicial salaries are increased by an amount (adjusted to the nearest dollar) computed by multiplying the average of the percentage increase in all monthly steps of the pay plan by the judges’ annual salaries in effect prior to the effective date of the increase.<sup>17</sup> If increases are

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<sup>12</sup>D.C. Code Ann. §11-703(b) (1995).

<sup>13</sup>Id. at §11-904.

<sup>14</sup>Telephone conversation with Elaine Legrande, Illinois Administrative Office of the Courts, Administrative Services, September 5, 1997. See also 5 ILCS §§290-3 through 290-3.3 (1996).

<sup>15</sup>25 ILCS at §120/5.

<sup>16</sup>See infra notes 54-56 and accompanying text.

<sup>17</sup>Kan. Stat. Ann. §75-3120(l)(a) (Supp. 1996). A similar provision recently has been enacted to increase the annual salary of the governor, lieutenant governor, the attorney general, the secretary of state, the state treasurer, and the commissioner of insurance. Id. at §75-3111(a).

authorized in the monthly rates of compensation from step movements of the pay plan, the judges' annual salaries are increased by an amount (adjusted to the nearest dollar) computed by multiplying the average percentage increase in the monthly rate of compensation from step movements on the pay plan by the judges' annual salaries in effect prior to the effective date of the increase.<sup>18</sup> The secretary of administration may certify the percentage that equals the estimated average of the percentage increase in all monthly rates of compensation from step movements on the pay plan.

## **KENTUCKY**

The Kentucky Revised Statutes state that the Kentucky General Assembly sets the salaries for judges in the judicial branch budget bill and may accept or modify the salaries recommended by the chief justice in the judicial branch budget recommendation.<sup>19</sup> As a matter of practice, however, the General Assembly gives judges the same rate of percentage increase for cost of living given to all state employees as part of the budgeting process. The General Assembly sets the percentage cost of living increase and writes it into the biennial budget.<sup>20</sup>

## **MAINE**

Pursuant to law, annually on July 1, the state court administrator adjusts the salaries of all associate justices and judges by any percentage change in the consumer price index from January 1st to December 31st of the previous year, not to exceed a maximum increase of 4%. The chief justice or chief judge receives 105% of the salary of the other justices or judges.<sup>21</sup> The legislature has amended this provision to withhold the cost of living adjustment in certain fiscal years. For example, no cost of living adjustment was made for fiscal years 1992-1993 through 1994-1995.<sup>22</sup>

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<sup>18</sup>**Id. at §75-3120(1)(b).**

<sup>19</sup>Ky. Rev. Stat. Ann. §48.195 (Baldwin 1995).

<sup>20</sup>Telephone interview with Jennifer Chandler, Administrative Office of the Courts, September 4, 1999

<sup>21</sup>Me. Rev. Stat. Ann. tit. 4, §§4(2-A), 102(2-A), 157(4-A) (1989 & Supp. 1996). For purposes of provision, "consumer price index" means the Consumer Price Index for Urban Wage Earners and Clerical Workers, United States City Average, All items, 1967+ 100, as compiled by the United States Department of Labor, Bureau of Labor Statistics or if the index is revised or superseded, the consumer price index is the index representative of changes in the purchasing power of the dollar as reflecting most accurately changes in the purchasing power of the dollar by the Bureau of Labor Statistics.

<sup>22</sup>**Id. at tit. 4, §4(2-A).**

## **MARYLAND**

Maryland has both an automatic escalator provision and an affirmative judicial salary commission recommendation. Under the former provision, whenever a general salary increase is awarded to state employees, Maryland's judges receive the same percentage increase in salary as awarded to the lowest step of the highest salary grade for classified service employees in the Standard Pay Plan.<sup>23</sup> The Compensation Commission is discussed in the final section of this chapter.<sup>24</sup>

## **MISSOURI**

The salaries of Missouri's judges may be adjusted in any one year by an amount not to exceed the salary adjustment for the executive department contained in the pay plan applicable to other state employees at a similar salary level for the fiscal year. If no adjustment or a lower salary adjustment is granted in a particular year, then any salary adjustment granted the next fiscal year may exceed the salary adjustment of the executive department by the amount of the difference in the prior year.<sup>25</sup>

## **NEW HAMPSHIRE**

In New Hampshire, judges receive, as a matter of practice, the same percentage increase given to state employees. The legislature extends any negotiated agreement or legislatively granted salary increase for state employees to all legislative and judicial employees, including judges, by way of a footnote in the budget.<sup>26</sup>

## **PENNSYLVANIA**

Pursuant to statute, on January 1st of each year, the annual salaries of Pennsylvania's judges are increased by the percentage increase in the Consumer Price Index for Urban Workers for the immediately preceding twelve-month period. This cost of living adjustment provision, which began on January 1, 1994, is scheduled to sunset on January 1, 2001.<sup>27</sup>

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<sup>23</sup>Md. Cts. & Jud. Pro. Code Ann. §1-703 (1995).

<sup>24</sup>See *infra* notes 57-59 and accompanying text.

<sup>25</sup>Mo. Ann. Stat. §476.405 (Vern. Supp. 1997). This statutory provision contains the limiting language "[w]ithin the limits of any appropriation made for this purpose . . . ."

<sup>26</sup>Telephone interview with Jeff Smith, New Hampshire Administrative Office of the Courts, September 5, 1997.

<sup>27</sup>42 Pa. Cons. Stat. Ann. § 3581(I) (Purdon Supp. 1997). The percentage increase must be published in the Pennsylvania Bulletin annually by the supreme court on or before November 30.

## **SOUTH DAKOTA**

South Dakota law provides that the salaries of South Dakota's judges and various constitutional officers, including the governor, shall be adjusted annually "by the same rate appropriated as the across-the-Compensation Review Board increase to base salaries of state employees under the general appropriations Act in each corresponding year."<sup>28</sup>

## **TENNESSEE**

On July 1st of each year, the base salaries of Tennessee's judges are adjusted to reflect the percentage of change in the average consumer price index (all items-city average), as published by the United States Department of Labor, Bureau of Labor Statistics, between the two calendar years preceding July 1 of the year in which the adjustment is made.<sup>29</sup> However, no reduction in salary may be made by way of adjustment on account of any decrease in the average consumer price index. Furthermore, no yearly adjustment may exceed 5% per annum, unless the average consumer price index exceeds 10%. Under the latter circumstances, the adjustment is calculated at equal to 5%, plus 1% for each 1% or fraction thereof beyond the 10%.<sup>30</sup>

## ***LONGEVITY PAYMENTS***

## **CONNECTICUT**

Connecticut judges receive *semiannual* longevity payments as follows:

1. For ten or more years but less than fifteen years of service, one-quarter of three percent of the annual base pay;
2. For fifteen or more years but less than twenty years of service, one-half of three percent of the annual base pay;

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<sup>28</sup>S.D. Codified Laws §3-8-2.1 (1994).

<sup>29</sup>Tenn. Code Ann. §8-23-103 (1993).

<sup>30</sup>Id.



3. For twenty or more years but less than twenty-five years of service, three-quarters of three percent of the annual base pay;
4. For twenty-five or more years, three percent of the annual base pay.

The longevity payments are for service as a judge (not including a retired judge) at any level court or any combination of court or other state service or service as any elected officer of the state or any combination of such service.<sup>31</sup>

## **NEVADA**

In addition to their annual base salary, Nevada judges receive longevity payments based upon years of service. District court judges (general jurisdiction court) who have served on the bench at least five years are entitled to an additional salary of 1% of their base salary for each year of service; provided that the additional salary may not exceed 22% of the base salary.<sup>32</sup> Supreme court justices receive an additional 6% at 7 years on the bench and an additional 1% each year thereafter for a maximum of 22%.<sup>33</sup>

## **NORTH CAROLINA**

Pursuant to North Carolina law, the judges in North Carolina receive, in lieu of merit and other increment raises paid to regular state employees, longevity payments in an annual amount equal to:

1. 4.8% of the annual salary set forth in the Current Operations Appropriations Act payable monthly after 5 years of service;
2. 9.6% after 10 years of service;
3. 14.4% after 15 years of service; and
4. 19.2% after 20 years of service.<sup>34</sup>

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<sup>31</sup>Conn. Gen. Stat. §51-47(d) (Supp. 1997).

<sup>32</sup>Nev. Rev. Stat. §3.030 (West 1997).

<sup>33</sup>See NCSC Salary Survey, *supra* note 2, at 6.

<sup>34</sup>N.C. Gen. Stat. §7A-10 (1995). The term “service” means service as a judge of any court of record, a member of the utilities commission, a district attorney, or a clerk of the superior court.

## **RHODE ISLAND**

Rhode Island judges receive longevity payments of 5% after 5 years, 10% after 11 years, 15% after 15 years, 17.5% after 20 years, and 20% after 25 years.<sup>35</sup> Rhode Island also has an unclassified pay plan board that determines the salaries of judges and other officials. This is discussed in the last section of this chapter.<sup>36</sup>

## ***COMPENSATION COMMISSIONS***

A number of states have compensation or salary commissions authorized by statute or constitution to evaluate and recommend salaries for state judges. The National Center for State Courts reports the following states have such commissions: Alabama, Alaska, Arizona, Colorado, Connecticut, Delaware, Georgia, Hawaii, Illinois, Iowa, Maryland, Michigan, Minnesota, Oregon, Rhode Island, Utah, and Washington.<sup>37</sup> In addition to these, Maine and Nevada have commissions that review and recommend judicial salaries.<sup>38</sup> Similar to Hawaii's Judicial Salary Commission, many of these commissions are solely advisory in nature and are given little direction in carrying out their duties. However, a few like Maine are given statutory directives such as: to study the salary, benefits, and retirement to be paid to all judges and recommend a compensation structure that is adequate to ensure the most highly qualified lawyers in the State, drawn from diverse life and professional experiences, are not deterred from serving or continuing to serve in the state judiciary and are not demoralized while serving on the bench because compensation levels do not meet certain criteria.<sup>39</sup>

In addition, Maine is one of the few states to specify criteria that the commission must consider in making salary recommendations. These include:

1. Skill and experience required of the particular judgeship.
2. Time required.
3. Opportunity for other earned income.

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<sup>35</sup>See NCSC Salary Survey, *supra* note 2, at 6.

<sup>36</sup>See *infra* notes 66-69 and accompanying text.

<sup>37</sup>National Center for State Courts, Information Services Memorandum No. S94.0547 (Judicial Compensation Commissions) (Williamsburg: March 15, 1994), at 1.

<sup>38</sup>See Me. Rev. Stat. Ann. tit. 4, §1701(section establishing judicial compensation commission is repealed on December 31, 1999); Nev. Rev. Stat. §§281.157 - 281.1575(reviews compensation paid to constitutional officers, supreme court justices, district court judges, and elected county officers).

<sup>39</sup>Me. Rev. Stat. Ann. tit. 4 §1710(11). See also *infra* notes 57 and 71, and accompanying text.

4. Value of compensable services performed by judges as determined by reference to judicial compensation in other states and the federal government.
5. Value of comparable services performed in the private sector, including private judging, arbitration, and mediation, based upon the responsibility and discretion required in the office and the demand for those services in the private sector.
6. The compensation of attorneys in the private sector.
7. The consumer price index and changes in that index.
8. Overall compensation presently received by public officials and employees; and
9. Other factors normally or traditionally taken into consideration in the determination of compensation.<sup>40</sup>

In a handful of states, these commissions are more than mere advisory. In eight states, the recommendations of the compensation or salary commission becomes law, unless the state legislature affirmatively modifies or rejects the recommendation. In Washington state, the commission's recommendations become law without any action required by the legislature. The remainder of this section discusses the statutory provisions relating to these states' compensation or salary commissions.

## **ALABAMA**

The Alabama Judicial Compensation is composed of five members: one appointed by the governor, one by the president of the senate, one by the speaker of the house, and two by the governing Compensation Review Board of the Alabama state bar. No member may hold any other public office or office in any political party or be eligible for appointment to the bench while a member of the commission and for two years thereafter.<sup>41</sup> The Commission is charged with recommending to the legislature the salary and expense allowances to be paid from the state treasury for all judges of the state, except municipal and probate judges.<sup>42</sup> The Alabama Code states that the Commission may submit a report to the legislature at any time within the first five calendar days of any session, and these recommendations become law upon the adjournment of the session in which submitted, unless rejected by a joint resolution or altered by act of the legislature during the session.<sup>43</sup> The legislature, relying upon this provision, routinely had accepted the

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<sup>40</sup>Me. Rev. Stat. Ann. at tit. 4 §1701(12). See also infra notes 55, 65, and 67 and accompanying text.

<sup>41</sup>Ala. Const. of 1901, Amend. No. 328.

<sup>42</sup>Ala. Code §12-10-4 (1995).

<sup>43</sup>Ala. Code §12-10-5; see also Ala. Const. of 1901, Amend. No. 328.

Commission's recommendations (which apparently tracked cost of living increases given to public employees) until a few years ago, when conflicting language was noted in a parallel provision in the Alabama State Constitution.<sup>44</sup> That language provides that the recommendations of the Commission become law *upon confirmation* by a joint resolution or the recommendations may be altered by the legislature during the session.<sup>45</sup> Since this discovery, the legislature has exercised greater discretion in this area, sometimes giving Alabama judges the cost of living salary increase received by public employees and sometimes not.<sup>46</sup>

## **ARIZONA**

Arizona has a Commission on Salaries for Elective State Officers, which biennially reviews the rates of pay of judges of all courts of record, clerks of the superior court, and elective state officers to determine the pay levels appropriate to the duties and responsibilities of the respective offices and positions.<sup>47</sup> The Commission is composed of five members appointed from private life as follows: two by the governor (one of whom is designated as chairperson); one by the president of the senate; one by the speaker of the house; and one by the chief justice of the supreme court.<sup>48</sup> Greater modification of the Arizona Commission's recommendations is possible than with other state salary commissions discussed herein. Unlike other commissions that submit their proposed salary recommendations directly to their state legislatures, the Arizona Commission submits its report and recommendations to the governor, who may then include his or her own recommendations on the exact rates of pay in the budget transmitted by the governor to the legislature. These recommendations take effect on the first Monday of January of the following calendar year, unless: specifically disapproved, in whole or in part, by *either* house of the legislature; or a statute is enacted that establishes rates of pay other than those proposed.<sup>49</sup>

## **DELAWARE**

The Delaware Compensation Commission is charged with studying and establishing the rate of remuneration for the: members of the general assembly; governor; members of the governor's cabinet; lieutenant governor; state auditor; state treasure; attorney general; insurance

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<sup>44</sup>Telephone conversation with Rob Bradford, Alabama Administrative Office of the Courts, September 4, 1997.

<sup>45</sup>Ala. Const. of 1901, Amend. No. 426 (Amendment to Amendment No. 328, Article VI, §6.09(d)).

<sup>46</sup>Telephone conversation with Rob Bradford, Alabama Administrative Office of the Courts, September 4, 1997.

<sup>47</sup>Ariz. Rev. Stat. Ann. §41-1903 (1991 & Supp. 1993).

<sup>48</sup>Id. at §41-1902.

<sup>49</sup>See id. at §41-1903 & 41-1904.



commissioner; justices of the supreme court; chancellor and vice-chancellors of the court of chancery and all judges of the superior court, court of common pleas, and family court; chief magistrate; justices of the peace; and public defender.<sup>50</sup> The Commission is composed of six members as follows: two are appointed by the governor; one by the president pro tempore of the senate; one by the speaker of the house of representatives; the fifth is the president of the Delaware Round Table; and the personnel director of the state serves as an ex officio and nonvoting member. The appointees may not be employed substantially full time by the state during their term.<sup>51</sup> The Commission prepares a report every four years for submission to the Delaware General Assembly on the first day of session. The rate of remuneration established in the report for offices which salaries are more than \$25,000 are limited to 120% of the remuneration received in the fiscal year in which the report is submitted.<sup>52</sup> The remuneration of all offices established by the Commission's report become law as of the first day of February following submission, unless the general assembly, by joint resolution, rejects the report in its entirety within thirty days following commencement of its session.<sup>53</sup>

## **ILLINOIS**

The Illinois Compensation Review Board reviews biennially the salaries of judges, elected constitutional officers of the state, members of the Illinois General Assembly, and certain officers of state government. The twelve members of the Compensation Review Board are appointed, three each, by the speaker of the house of representatives, the minority leader thereof, the president of the senate, and the minority leader thereof; provided that, no member may be an employee or member, or a former employee or member, of the judicial, legislative, or executive branches of state government or a registered lobbyist.<sup>54</sup> In determining the compensation for each officer, the Compensation Review Board is statutorily required to consider the following factors:

1. Skill required.
2. Time required.
3. Opportunity for other earned income.
4. Value of public services as performed in comparable states.

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<sup>50</sup>Del. Code Ann. tit. 29, §3303 (1987 & Supp. 1996). As used, remuneration includes salaries, emoluments, mileage, per diem, travel, and other expense allowances and reimbursements.

<sup>51</sup>*Id.* at tit. 29 §3301.

<sup>52</sup>*Id.* at tit. 29, §3303.

<sup>53</sup>*Id.* at tit. 29, §3304.

<sup>54</sup>25 ILCS §120/2 (1996).

5. Value of such services as performed in the private sector in Illinois and in comparable states based upon the responsibility and discretion required of the office.
6. Average consumer prices, commonly known as the cost of living.
7. Overall compensation presently received by public officials and all other benefits received.
8. Interests and welfare of the public and the financial ability of the state to meet those costs.
9. Other factors normally or traditionally taken into consideration in the determination of compensation.<sup>55</sup>

The Compensation Review Board is required to conduct public hearings prior to filing its report and must allow interested persons to present their views. The Compensation Review Board then submits its report containing its recommendations with respect to salaries, which become law unless the Illinois General Assembly, within thirty days after session is convened, disapproves the report in whole or reduces it proportionately by a resolution, adopted by a record vote of the majority of the members elected in each house.<sup>56</sup>

## **MARYLAND**

Maryland's Judicial Compensation Commission is directed to study and make recommendations with respect to all aspects of judicial compensation, including salary and pension, to the end that the compensation structure is "adequate to assure that highly qualified persons will be attracted to the bench and will continue to serve there without unreasonable economic hardship."<sup>57</sup> The Commission must review judicial salaries and pensions every two years and make recommendations at least every four years. The Commission's recommendations with respect to salaries are introduced as a joint resolution in each house of the Maryland General Assembly, not later than the fifteenth day of the session. The General Assembly may amend the joint resolution to decrease the amount, but may not increase it, except to comply with the law relating to automatic salary increases.<sup>58</sup> If the joint resolution is adopted or amended within fifty days after its introduction, the salaries so provided apply; however, if the General Assembly fails to adopt or amend it within this time period, the salaries recommended by the Commission apply. If the General Assembly rejects any or all of the Commissions' salary recommendations, the

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<sup>55</sup>Id. at §120/4.

<sup>56</sup>Id. at §§120/4-120/5.

<sup>57</sup>Md. Cts. and Jud. Pro. Code Ann. §1-708 (1995).

<sup>58</sup>See supra note 23 and accompanying text.

salaries of the judges affected remain unchanged, unless modified by the automatic salary increase provision. The Commission's recommendations concerning pensions are introduced by the presiding officers of each house in the form of legislation, which becomes effective only if passed by both houses. In appointing commission members, special consideration is to be given to individuals who have knowledge of compensation practices and financial matters.<sup>59</sup>

## **MICHIGAN**

Michigan's State Officers' Compensation Commission determines the salaries and expense allowances of the justices of the supreme court, as well as that of the governor, lieutenant governor, and members of the legislature.<sup>60</sup> The Commission files its report each even numbered year, and its determination takes effect January 1 of the following year, unless the legislature, by concurrent resolution adopted by a two-thirds vote, rejects either the entire determination or specific determinations for specific positions.<sup>61</sup> The salaries of judges serving on the court of appeals, circuit court, and district court are determined based upon a formula using a percentage of the salary of supreme court justices.<sup>62</sup>

## **MINNESOTA**

Although Minnesota's Compensation Council's recommendations are characterized as becoming law unless specifically modified or rejected by the state legislature, the exact statutory language indicates that Minnesota's model is somewhat weaker than other states' models. The Compensation Council is created each even-numbered year to establish the compensation of all judges, as well as constitutional officers, legislators, and the heads of certain state and metropolitan agencies.<sup>63</sup> The Council must submit its recommendations by May 1, of each odd-numbered year, with the recommended salaries scheduled to take effect on the first Monday in January of the next odd-numbered year after that, with no more than one adjustment scheduled to take effect on January 1 of the following year. However, the recommendations become law only if an appropriation of money to pay the recommended salaries is enacted after the recommendations are submitted and before their effective date. Furthermore, the statute allows the recommendations to

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<sup>59</sup>Md. Cts. and Jud. Pro. Code Ann. §1-708 (1995).

<sup>60</sup>Mich. Stat. Ann. §3.255(56) (1996).

<sup>61</sup>*Id.* §3.255(57). The legislature must adopt the resolution prior to February 1, of the year following the filing of the determination. In the case of rejection, the existing salary and expense allowances prevail retroactive to January 1.

<sup>62</sup>*See id.* at §§27A.304, 27A.555, and 27A.8202.

<sup>63</sup>Minn. Stat. Ann. §15A.082(1) (1988 & Supp. 1997).

be expressly modified or rejected.<sup>64</sup> The statute is silent as to how the modification or rejection may occur, but as there is no requirement such action be taken jointly, it presumably may be done by either house and approved by the other. In making its compensation recommendations, the Council is directed by statute to consider the following factors: the amount of compensation paid in government service and the private sector to persons with similar qualifications; the amount of compensation needed to attract and retain experienced and competent persons; and the ability of the state to pay the recommended compensation.<sup>65</sup>

## **RHODE ISLAND**

Rhode Island law provides for a form of salary commission to determine the salaries of judges, directors of all state departments, and judges of the workers' compensation court. The Unclassified Pay Plan Board is a permanent government agency, consisting of seven members, whose duties are to establish a pay plan for the unclassified employees of the state and to allocate all new unclassified positions to existing grades within the plan.<sup>66</sup> The Unclassified Pay Plan Board meets each January to determine salaries for the following year. In determining these salaries, the Board is directed to take into consideration: the duties and responsibilities of the positions; related factors such as salaries paid to executive and judicial positions in other states and levels of government and in comparable positions anywhere that require similar skills, experience, or training; the amounts of salary adjustments made for other state employees during the period in which the pay for directors, judges, and workers' compensation judges was set last.<sup>67</sup> The Board must refer the proposed salaries to the Rhode Island General Assembly by the last day of each February. The proposed salaries go into effect thirty days hence, unless within that time, the house and senate, acting concurrently, formally reject the proposed salaries.<sup>68</sup> According to the National Center for State Courts, under this procedure, judges have received at least the same percentage of flat increases negotiated or given to state employees generally, although an increase given to unionized employees in 1990 was postponed for judges until 1991 when no additional increase was scheduled.<sup>69</sup>

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<sup>64</sup>**Id. at §15A.082(3).**

<sup>65</sup>**Id. at §15A.082(4).**

<sup>66</sup>R.I. Gen. Laws §§36-4-16 & 36-4-16.2 (1990 & Supp. 1996). The Board composition is as follows: two members are appointed from the house of representatives by the speaker; two are appointed from the senate by the majority leader; the director of administration; the state court administrator; and the general treasurer.

<sup>67</sup>**Id. at §36-4-16.4(a).**

<sup>68</sup>**Id. at §36-4-16.4(d).**

<sup>69</sup>National Center for State Courts, Information Services Memorandum No. S95.2152 (states' responses to the question: "Are salaries of any judges tied to any **automatic increases (such as cost of living) or to state government official?**") (Williamsburg: March 7, 1996), at 25.



## **WASHINGTON**

The salaries of Washington's judges, as well as all of its elected officials of the executive branch and members of the legislature, are set biennially by the Citizens' Commission on Salaries for Elected Officials by an affirmative vote of not less than nine out of the sixteen members.<sup>70</sup> In setting the salaries for these positions, the Citizens' Commission is charged with studying the relationship of salaries to the respective duties involved.<sup>71</sup> The Citizens' Commission is required to hold no fewer than four public hearings within four months immediately preceding the filing of its schedule of salaries with the secretary of state no later than the first Monday of June every odd-numbered year. Each schedule is then filed in legislative bill form, assigned a chapter number, published with the session laws, and codified by the statute law committee. The schedules becomes effective ninety days after the filing, without requiring action by the legislature.<sup>72</sup>

Interestingly to note, Washington is one of the few states to impose any type of qualifications on the Citizens' Commission members. Seven of sixteen members must have experience in the field of personnel management. Of these, five are selected jointly by the speaker of the house of representatives and the president of the senate, with one from each of the following five sectors in the state: private institutions of higher education; business; professional personnel management; legal profession; and organized labor. Of the remaining two of these seven, one is recommended by the chair of the Washington personnel resources Compensation Review Board and one is recommended by a vote of the presidents of the state's four-year institutions of higher education.<sup>73</sup>

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<sup>70</sup>Wash. Rev. Code §43.03.310 (1996).

<sup>71</sup>Id.

<sup>72</sup>Id. at §43.03.310.

<sup>73</sup>Id. at §43.03.305.

## Chapter 4

# CONSIDERATIONS INVOLVED IN DEVELOPING A FAIR AND REASONABLE COMPENSATION STRUCTURE FOR JUDGES

### The Impact of Inadequate Compensation

Conventional wisdom holds that, while inadequate judicial compensation substantially impacts the quality of justice by forcing experienced judges to quit the bench in search of better pay, fair and reasonable pay encourages judges to remain on the bench from which, as experienced judges, they dispense a higher caliber of justice. Critics of the inadequate level of judicial pay in Hawaii suggest that the situation here is proving the conventional wisdom correct. Since 1992, nine experienced, seasoned judges in Hawaii have left the bench at an average age of 48.4 years old, far below the mandatory retirement age. Another judge has just recently announced his intent to retire at the end of May 1998. Chief Justice Ronald Moon, in his first State of the Judiciary address to the Legislature during the Regular Session of 1997, acknowledged the link between adequate pay, experienced judges, and the quality of justice and expressed deep concern over the adverse effect that the continuing loss of experienced and seasoned judges was having on the Judiciary, and ultimately the public:

. . . Lawyers who are appointed to judicial office soon realize that lawyering and judging are entirely different. Although knowledge of the law is certainly basic to both, the skills, techniques, and advocacy style of a successful lawyer do not necessarily make a good judge. Just as lawyers gain proficiency through their practice of law [by] handling numerous cases over many years, judges learn the art of judging through the many cases that they handle on a daily basis.

When we lose judges after much time, effort, and monies have been spent to raise their level of expertise and productivity — not because they are ready to retire but because of a lack of a salary increase — judicial excellence, as a whole, declines and service to the public is adversely affected.

Although the honor of public service substitutes, in part, for the monetary rewards of private practice, it will become increasingly more difficult to attract and retain quality jurists without a fair increase in judicial salaries.<sup>1</sup>

Chief Justice Moon's words echo those of the Iowa Commission to Review Judicial Compensation and Benefits, in cautioning that inadequate pay was driving experienced judges from the bench and thus posing a threat to the quality of justice:

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<sup>1</sup>Chief Justice Ronald Moon, State of the Judiciary Address, January 22, 1997, at 9-10.

It is difficult to assess the real cost of replacing a highly qualified and experienced judge who resigns at the pinnacle of his (or her) career, but the implications for the judicial system are several. It takes years for a qualified attorney, once appointed the bench, to reach a peak efficiency. Early departure creates a gap in the system which, at best, cannot be filled for a period of years, and, at worst, may result in a permanent diminution in the capabilities of the service.<sup>2</sup>

The literature is replete with ratiocination concerning the intrinsic relationship between quality, experience, and adequate compensation on the bench. This statement by the American Judicature Society, whose goal is effective administration of justice at the state and federal levels, is illustrative of the conventional thinking on the correlation between reasonable compensation and judicial excellence:

No precept to the American justice system is more fundamental than the need for excellence in the judicial officers who preside over the system. Without excellence, judges lose the aura of neutrality and independence that is central to their role as ultimate arbiters....[W]ithout adequate compensation — including salary as well as retirement, health, and other benefits — the quality of the applicant pool can be diminished.... To draw the brightest minds into the applicant pool, compensation must be offered that, if not quite competitive with the private sector, is at least adequate to permit such people to enter judicial service without significant financial sacrifice.<sup>3</sup>

Critics of inadequate judicial compensation contend that low salaries not only are responsible for experienced judges quitting the bench, but also discourage the more competent, highly qualified attorneys from leaving their well-paid positions to seek judicial careers.<sup>4</sup> The clear implication is that, as a consequence of low pay, judicial vacancies are being filled by less qualified, and therefore less desirable, candidates.<sup>5</sup> In December 1986, the United States Commission on Executive, Legislative, and Judicial Salaries expressed such a concern, while warning of the ramifications of inadequate judicial compensation: “As new recruitment at inadequate salaries threatens to bring less qualified men and women to the bench, the real cost

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<sup>2</sup>See Edward B. McConnell, “State Judicial Salaries: A National Perspective,” 61 *Journal of State Government* 179, 180 (Sept./Oct. 1988) [hereinafter cited as McConnell], quoting from the *Report of the Iowa Commission to Review Judicial Compensation and Benefits*, March 1978.

<sup>3</sup>Hawaii Judicial Salary Commission, *Report on Judicial Salaries* (Honolulu: October 1996), at 7 [hereinafter cited as 1996 Hawaii Salary Commission Report], quoting from American Judicature Society, July-August, 1994.

<sup>4</sup>See e.g., State of New York, Temporary State Commission on Judicial Compensation: Final Report, January 1993, at 2; Flaherty, “Judges Are Militant, Bitter Over Pay,” 21 *Court Review* 5, 10 (Summer 1984).

<sup>5</sup>McConnell, *supra* note 2, at 180. McConnell contends that the public at large is the loser as “good judges leave the bench and qualified lawyers refuse to make the economic sacrifice required to take their place.” On the issue of appointing qualified judges to the bench, he further quotes an adviser to the governor in an unidentified state as frankly stating: “We’re getting a lot of duds. We’re not getting the level of quality we want in candidates, and salary is the reason.” *Id.*

cannot be calculated in dollars. The real cost will be in the insidious and long-term drain imposed on the nation's judicial system . . . .”<sup>6</sup> The American Bar Association also claimed that low judicial salaries for judges “diminish the dignity of the office and engender low public esteem for the courts.”<sup>7</sup>

Edward B. McConnell, the widely respected president emeritus of the National Center for State Courts, has written of the association between judicial pay, experience on the bench, and judicial excellence:

To have good judges, a state must be able to get good lawyers to leave the practice of law and go on the bench, and must keep good judges from leaving the bench to return to the practice of law. To do this, judicial salaries need not equal, but must have a reasonable relationship to the compensation of the more competent and experienced practicing attorneys from whose ranks judges should come, and to whose ranks they can return. It is axiomatic in business that you get what you pay for. Because of this correlation between quality and compensation, a state cannot expect to attract and retain good judges and thereby maintain a quality court system at compensation levels that are comparable to those of the less experienced or less competent lawyers.<sup>8</sup>

Despite the weight of commentary concerning the deleterious effects of inadequate compensation on the quality of justice, some may reasonably question whether higher pay in fact guarantees better qualified judges. Can the conventional wisdom be substantiated by empirical evidence or scientific method or only by subjective or anecdotal accounts? While such a direct connection may not lend itself to scientific verification, reform efforts over the last several decades, such as judicial merit selection, judicial retention, and judicial performance evaluation, have been aimed at ensuring that only qualified individuals are appointed to and retained on the bench.

Judicial performance evaluation programs, in particular, have provided the judiciary, retention commissions, and, in many cases, the public with meaningful information concerning judicial performance factors, such as knowledge and application of the law, treatment of parties and counsel, case management, and communication and administrative skills.<sup>9</sup> The concept of judicial performance evaluation was pioneered by the Alaska Judicial Council in 1976 to provide reliable information to voters to assist them in making informed decisions in judicial retention elections.<sup>10</sup> As of 1993, eleven states, including Hawaii, had established permanent judicial performance evaluation programs and another ten states were in the process of developing such

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<sup>6</sup>See id.

<sup>7</sup>American Bar Association, Judicial Administration Division, “Standards for Judicial Compensation” (Chicago, 1990), at I.

<sup>8</sup>McConnell, supra note 2, at 180.

<sup>9</sup>See Susan Keilitz & Judith White McBride, “Judicial Performance Evaluation Comes of Age,” State Court Journal 4-13, Winter 1992, at 4.

<sup>10</sup>Id.

programs.<sup>11</sup> The goal of judicial performance evaluation programs is to provide fair, responsible, and constructive information about judicial performance, which may be used to: improve judicial performance individually and institutionally; enhance the judicial reappointment or retention process; enrich judicial education; and promote more effective assignment of judges.<sup>12</sup> Although scientific measurement of the impact of these programs on performance is admittedly “inherently complex”; nevertheless, researchers have found a “growing body of evidence [that] validates the value of the process for individual judges and for the judicial system as a whole.”<sup>13</sup>

Hawaii’s Judicial Performance Program, which has been in existence for about three and one-half years, is designed to evaluate and improve performance on an individual and institutional level.<sup>14</sup> Judges are evaluated by attorneys who appear before them. The evaluation covers three primary areas: legal ability, judicial management skills, and comportment. Each judge is evaluated twice during the judge’s term. Survey results are compiled and given to the Chief Justice, who meets with the judges individually and reviews the results with them. The evaluation results are confidential under the rationale that the goal of the program is to encourage self-improvement. However, the results are given to the Judicial Selection Commission to assist the Commission in its evaluation and retention process. In addition, the results have been used by the Judiciary to help focus the judicial education program on specific areas that need work.<sup>15</sup>

### **Is Inadequate Compensation a Menace to Judicial Independence?**

McConnell advised that “[j]udicial compensation should be sufficient to ensure that judges are of high-caliber, free from the distractions of personal economic pressures, and independent of

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<sup>11</sup> States with established judicial performance evaluation programs: Alaska, Arizona, California, Colorado, Connecticut, Hawaii, Illinois, Maryland, New Hampshire, New Jersey, and Utah. States in the process (as of 1993) of developing their programs: Delaware, Massachusetts, Minnesota, Missouri, New Mexico, North Dakota, Rhode Island, South Carolina, Vermont, and Washington. See National Center for State Courts, 1993 State Court Organization (Williamsburg: 1995), at Table 11.

<sup>12</sup> See generally Susan Keilitz & Judith White McBride, “Judicial Performance Evaluation Comes of Age,” State Court Journal 4-13, Winter 1992. Methods used to assess and evaluate performance include: questionnaires; self assessment; peer evaluation; direct, in court observation; and videotaping.

<sup>13</sup> Id. at 13.

<sup>14</sup> The program, which started as a pilot program, was made permanent at the end of August of 1993. Judicial performance is evaluated through the use of questionnaires sent to attorneys, pro se litigants, and guardians ad litem who appear before judges. The Bar’s response rate reportedly has been very positive. See “Judiciary Report,” Hawaii Bar Journal (November 1994), at 27-28.

<sup>15</sup> Discussions with Chief Justice Ronald Moon, Administration Director of the Courts Michael Broderick, and Budget and Statistics Division Administrator Larry Coldiron, July 14, 1997.



outside influences.”<sup>16</sup> This statement recognizes that the pay issue extends beyond the connection between compensation and judicial excellence, striking at the very heart of judicial independence. The Iowa Commission to Review Judicial Compensation and Benefits also perceived the critical significance of these issues with respect to judicial independence:

An independent and highly competent judiciary is the life blood of the democratic process . . . .

The citizens of Iowa rightfully expect competence and high standards from their judges. Public acceptance of judicial decisions rests primarily on the reputation of judges for independence, scholarship and integrity. The Code of Judicial Conduct makes judges almost completely reliant upon judicial salaries of earned income . . . . Fundamental fairness requires fair and just compensation for this responsible position.<sup>17</sup>

The American Bar Association, in adopting its standards for judicial compensation in 1990, minced no words in warning of the inimical effects of inadequate judicial compensation: “While some financial sacrifice is expected of private citizens who assume major governmental posts, there is a threshold below which subpart compensation poses a very real threat to the independence and quality of the judiciary.”

The danger posed by inadequate compensation to the judiciary’s independence is real indeed. The principle of judicial independence<sup>18</sup> derives from the doctrine of separation of powers, which is fundamental to the very existence of our democratic government.<sup>19</sup> Flowing from the doctrine of separation of powers is the independence of each branch of government to carry out its constitutional functions. In so doing, each branch has “exclusive cognizance of the matters within its jurisdiction, and is supreme within its own sphere,” and may not invade another’s sphere of operation.<sup>20</sup> Thus, absent specific constitutional authority, one branch of government may not be controlled by, subjected either directly or indirectly to the coercive

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<sup>16</sup>McConnell, supra note 2, at 180.

<sup>17</sup>McConnell, supra note 2, at 179-180, quoting from Report of the Iowa Commission to Review Judicial Compensation and Benefits, March 1987.

<sup>18</sup>According to Flaherty, the principle of judicial independence dates back to the American Declaration of Independence, which contains this major grievance against King George III of England: “He has made Judges dependent on his Will alone, for the tenure of their offices, and the amount and payment of their salaries.” See e.g., Flaherty, “Judges Are Militant, Bitter Over Pay,” 21 Court Review 5, 10 (Summer 1984) [hereinafter cited as Flaherty].

<sup>19</sup>It has been said that the separation of powers doctrine is the “most important principle of government[,] declaring and guaranteeing the liberties of the people, and preventing the exercise if autocratic power, and ... is a matter of fundamental necessity, ... essential to the maintenance of a republican form of government. ... [N]o maxim has been more universally received and cherished as a vital principle of freedom.” 16 Am Jur 2d *Constitutional Law* §296 (1979 & Supp. 1997) (footnotes omitted). The doctrine has been explained as the distribution of the powers of government to the legislative, executive, and judicial branches, which operates, by implication, as an inhibition against the imposition, upon any one branch of government, of the powers that belong to one of the other branches, so that no branch may rightfully exercise any of the functions necessarily belonging to another. Id.

<sup>20</sup>Id. (footnotes omitted).

influences of, or even embarrassed by another branch of government.<sup>21</sup> It may be arguable that the failure of the legislative or executive branch to provide fair and reasonable judicial compensation is an indirect attempt to control, influence, or embarrass the judiciary and, as such, constitutes a menace to judicial independence.

## **Determining Fair and Reasonable Compensation**

### **Salary comparisons**

Although it may be easy to conclude that judges should be paid an adequate salary, it is not so simple to determine what constitutes a fair and reasonable level of compensation. The American Bar Association, Judicial Administration Division's Handbook on State Judicial Salaries, has suggested the following factors as relevant in determining the appropriate level for judicial salaries:

- Income of private attorneys;
- Compensation of top attorneys in public service, including the attorney general's staff, county, city, and district attorneys, and state law school deans and professors;
- Compensation of federal judges and state judges elsewhere, particularly those of comparable and surrounding states; and
- An adequate judicial pension system, including retirement, disability, and survivor benefits.<sup>22</sup>

The Maryland Judicial Compensation Commission has identified a broader range of compensation principles or guidelines as relevant to determining appropriate judicial compensation:

- Salary comparability with other state officials and jurists in other states;
- Comparability with private lawyer income;
- Achievement of an appealing career ladder for jurists, commencing with an attractive entry salary;
- Recognition of upward trends in and responsiveness to economic indicators, such as cost of living and per capita income;
- Recognition of risks inherent in the work and in competitive elections;

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<sup>21</sup>*Id.*, citing *O'Donoghue v. United States*, 289 U.S. 516 (1932); *State v. Shumaker*, 200 Ind. 716, 164 N.E. 408 (1928).

<sup>22</sup>See McConnell, *supra* note 2, at 181-182.

- Urgency to recruit highly qualified persons for the bench;
- Retention of competent jurists; and
- Recognition of the status and prestige of the bench.<sup>23</sup>

As may be seen from these examples, there is a tendency to measure reasonable salary levels through salary comparisons. However, there appears to be no one agreed upon standard by which to compare judicial salaries.<sup>24</sup> Many commentators urge that the most appropriate measure should be what a judge could earn in private practice.<sup>25</sup> In particular, they contend that judicial salaries should be compared with private attorneys who are in the top quarter level of income, based upon the reasoning that judges generally come from among the most experienced and able attorneys.<sup>26</sup> Others, however, have rejected this notion, including the New York Temporary Commission on Judicial Compensation, which observed that “public service, particularly in higher office[,] has always entailed sacrifice relative to the private sector.”<sup>27</sup>

In practice, it appears that states tend to give significant weight to the salaries of judges at similar court levels in other jurisdictions. Some commentators have urged parity between the compensation of state court judges and that of federal court judges. This view is supported by an ABA resolution calling for substantial parity between the salaries of justices of the highest courts of the states and those of judges of the United States courts of appeal, and between salaries of state general jurisdiction trial court judges and those of federal district court judges. Supporters of this view cite, as rationale for such parity, the comparable levels of training, skill, and experience required and comparability of the number and complexity of cases handled.<sup>28</sup> Few states have adopted parity with the federal courts as a goal, however. Moreover, the New York Temporary State Commission on Judicial Compensation found that the latest increase in salaries for federal judges made parity an “unrealistic and unachievable” goal, declaring that the ability of the federal government to pay and incur debt is “fundamentally different from New York’s constitutionally-

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<sup>23</sup>Maryland, 1986 Report of the Judicial Compensation Commission (Annapolis: 1986), at 7.

<sup>24</sup>Commentators appear to be in general agreement that the focus of such comparisons should be determining an appropriate salary for judges. Thus, while judges' incomes are admittedly high in comparison to that of an average wage earner, this type of comparison is irrelevant.

<sup>25</sup>See Flaherty, supra note 18, at 6; McConnell, supra note 2, at 181.

<sup>26</sup>See id.

<sup>27</sup>State of New York, Temporary State Commission on Judicial Compensation: Final Report, January 1993, at 8.

<sup>28</sup>1996 Hawaii Salary Commission Report, supra note 3, at 12, citing American Bar Association, Annual Report of the American Bar Association, Including Proceedings of the One Hundred Fourth Annual Meeting, New Orleans, Louisiana, August 10-12, 1981, vol. 106 (Chicago: American Bar Association, 1985) at 687.

imposed requirement for a balanced budget.”<sup>29</sup> Similarly, the Maryland Judicial Compensation Commission, while admitting that federal-state parity might be desirable but for existing state fiscal constraints that are absent in the federal system, noted that “the federal government runs on deficit financing and the State of Maryland does not.”<sup>30</sup> Thus, the greater tendency among states has been to compare salaries with those of other state court judges, particularly in neighboring or comparable states.<sup>31</sup>

Commentators also draw comparisons between judicial salaries and those of law school faculty, frequently citing instances in which professors in state law schools are paid more than the state chief justice. Critics of this situation pointed out that the position of chief justice requires legal skill and ability at least equal to, and requires administrative responsibilities far greater than, those of a law school dean.<sup>32</sup>

Historically, there has been a tendency to link judicial pay with that of top government officials in the executive branch.<sup>33</sup> This policy has been criticized as inappropriate because of the distinct nature and function of the judiciary. This view was summarized by the Utah Committee on Judicial Compensation in its October 1987 report:

The judiciary provides a unique and critical function. Consequently, issues to be considered when making judicial compensation decisions are different in many ways from those impacting salaries of other elected/appointed officials or career service employees.

- The Judiciary -comprises the third branch of government. Its strengths, quality and independence must be ensured. The need for adequate salaries to attract and retain quality individuals to the bench should not be limited by tying salaries to unrelated positions elsewhere in state government.

- Almost all judges become career employees. Salaries should support and encourage career decisions,

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<sup>29</sup>State of New York, Temporary State Commission on Judicial Compensation: Final Report, January 1993, at 8.

<sup>30</sup>Maryland, 1986 Report of the Judicial Compensation Commission (Annapolis: 1986), at 9.

<sup>31</sup>See McConnell, supra note 2, at 182.

<sup>32</sup>Id. at 181.

<sup>33</sup>The tendency in Hawaii to tie judicial pay raises together with those of the executive branch has had some bizarre results, such as when the justices of the Hawaii supreme court had to uphold the 1975 executive and judicial pay raise which was being challenged on several grounds, including that it had been attached to a bill appropriating funds for collective bargaining. See “75 raise upheld by top Isle court,” The Honolulu Advertiser, May 13, 1977, at A-10. See also notes 10-14 in Chapter 2 and accompanying text.

It is critical that compensation levels reflect these unique characteristics. Compensation policies and activities for other positions should not determine the establishment and maintenance of adequate salary (sic) for judges.<sup>34</sup>

In a similar vein, Chief Justice Moon, in his 1996 State of the Judiciary address, elaborated on the distinction between the Judiciary and the other branches of government:

Judicial independence, as it relates to judges, means that our decisions must be based solely on the legal merits of a case — not on popular opinion polls or surveys, or views of special interest groups. In the words of United States Supreme Court Chief Justice Rehnquist, judicial independence is “one of the crown jewels of our system of government today . . . and is essential to [the Judiciary's] proper functioning and must be retained . . . . [M]embers of the legislative branch and the heads of the executive branch of government . . . are, under our system of government, guided by popular opinion and are expected to carry out the will of the people. On the other hand, judges are prohibited from having constituents or from engaging in politics because our decisions must be based solely on the legal merits of a case. And therein lies the crucial distinction between judges and representatives of the legislative and executive branches.<sup>35</sup>

The 1984 Hawaii Commission on Judicial Salaries, noting that judges make a lifetime commitment to the bench in the “tradition of an independent judiciary,” likewise distinguished service on the bench from other public service positions:

[I]t is essential to remember that appointments to the courts are unlike election to public office, appointment of senior positions in State government .... [J]udges are expected to devote full energy and attention to the cause of justice, to eliminate personal, professional or economic interest that could conflict with the exercise of independent and dispassionate judgment in criminal and civil cases.<sup>36</sup>

Some commentators have further noted that, whereas public officials typically make only a short-term commitment to public service, after which they return to the private sector to capitalize on their governmental experience, attorneys who leave their practice for public service on the bench generally are expected to do so permanently.<sup>37</sup> Thus, the financial sacrifice judges make in public service is both significant and enduring.

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<sup>34</sup>McConnell, supra note 2, at 181-182, quoting from the October 1987 Report of the Utah Committee on Judicial Compensation.

<sup>35</sup>Chief Justice Ronald Moon, “State of the Judiciary Address”, January 22, 1997, at 3.

<sup>36</sup>Hawaii, Report of the Advisory Committee on Judicial Salaries (Honolulu: 1989), at 3.

<sup>37</sup>See Maryland, 1986 Report of the Maryland Judicial Compensation Commission (Annapolis: 1886), at 8.



## What should comparisons include?

**“Perks”.** With respect to imposing a ceiling on judicial salaries at the pay level of elected or appointed officials, it has been pointed out that many such officials have perks in addition to their salary. For example, it was estimated in 1989 that Governor Waihee received approximately \$290,000 in added benefits per year, including an official mansion, servants, limousines, free food, and household expenses.<sup>38</sup> Commentators maintain that any linkage of judicial salary levels to those of elected or appointed officials, in the absence of consideration of the value of such perks, is arbitrary and unfair. Accordingly, it is submitted that any comparison of judicial compensation with that of other state officials should take into account whether the officials receive other perquisites, such as housing, transportation, personal staff, expense accounts, and other extras.

**Ability to earn outside income.** Similarly, commentators have suggested that, in addition to the inclusion of “perks,” a fair comparison of judicial compensation with that of others should include the ability to earn outside income.<sup>39</sup> These commentators explain that many others with whose salaries judicial salaries frequently are compared are free to supplement their income. For example, practicing attorneys may earn extra income by teaching a law school course or other class or by undertaking writing or speaking commitments. Likewise, law school faculty members, including deans, are permitted to supplement their salaries by practicing law or engaging in other professional work, consulting, and teaching summer school courses. In contrast, judges are constrained by the Code of Judicial Conduct from earning income outside their judicial salaries.<sup>40</sup> Commentators contend that this constraint from earning outside income, coupled with low pay, puts judges at a distinct disadvantage compared to those in the private sector.

**Fringe benefits.** Furthermore, it has been suggested that comparisons of judicial compensation with the compensation of others, regardless of whether attorneys in private practice, other state officials, or judges in other jurisdictions, should be between total compensation packages. Although salary is the most significant form of compensation judges receive, other forms of compensation may include: retirement, disability, and death benefits; leave for vacations, holidays, and sickness; and various forms of insurance coverage.

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<sup>38</sup>Richard Borreca, Governor’s commission proposes hefty pay hikes,” *Honolulu Star Bulletin*, March 3, 1989. In addition, a spokesman for the attorney general’s office estimated that security costs, travel expenses, and landscaping at Washington Place costs \$250,000. *Id.*

<sup>39</sup>See McConnell, *supra*, note 2, at 181. McConnell also quotes the Iowa Commission to Review Judicial Compensation and Benefits on this point: “The Code of Judicial Conduct makes judges almost completely reliant upon judicial salaries for earned income. Judges are required to sacrifice most all sources of earned income, except isolated instances of teaching and writing which do no impinge upon their judicial duties. Fundamental fairness requires fair and just compensation . . .” *Id.* at 180.

<sup>40</sup>See Haw. Rev. Code of Jud. Conduct Canon 4 (1992). In Hawaii, the Judiciary’s policy of prohibiting judges from serving as paid adjunct law professors is based upon Article VI, §3 of the Hawaii Constitution. See Memorandum from Chief Justice Moon to Administrative Judges and Dean Jeremy Harrison, May 11, 1993.

In Hawaii, these fringe benefits account for a significant percentage of a judge's compensation. An exact figure of the value of fringe benefits as a percentage of compensation is difficult to determine, according to staff at the Department of Human Resources Development, because the figures change depending upon which benefits are included.<sup>41</sup> For example, the Department of Budget and Finance recently calculated a composite fringe benefit rate, generally applicable to all state employees, at 36.97% of employees' base salaries.<sup>42</sup> However, this figure includes computed rates only for the following fringe benefit items: pension accumulation and administration retiree health insurance, employees health fund, workers' compensation, unemployment compensation, and social security. (See **Appendix E**) Several important benefits, including holidays, sick leave, and vacation, were excluded from this figure. Accordingly, it seems logical to conclude that the value of all fringe benefits received by Hawaii's judges would result in a somewhat higher figure.

Given the significant percentage of compensation that fringe benefits comprise, commentators maintain that a fair and meaningful comparison of Hawaii's judicial compensation levels with the compensation of others requires comparison between total compensation packages. For example, any comparison of judicial compensation with that of attorneys in private practice should take into account whether the attorneys' compensation package includes benefits such as health, life, and disability insurance and pension or profit sharing plans or whether attorneys must provide for such benefits out of their gross professional income. Similarly, any comparison of Hawaii's judicial compensation with that of other states should consider all benefits provided to judges, in addition to salary. It should be noted that, although much has been made of Hawaii's low judicial salary ranking vis a vis the other states, discussed previously in Chapter 3, this ranking is based solely on salary levels and does not take into account other aspects of judicial compensation, which may differ substantially from state to state.

A comprehensive review and comparison of state judicial compensation packages would require the competent services of a compensation/benefits specialist. Although such a task is clearly beyond the scope and time requirements for the present study, it is important to comprehend just how varied the fringe benefit provisions for judges are among the states. The following discussion is merely an attempt to illustrate the diversity that exists and to highlight a few notable provisions. It is not intended to be a complete discussion of all benefit provisions available in a particular state nor a complete summary of how all states treat a particular benefit. The information is taken from the ABA's 1996 survey of state fringe benefits report, which summarizes benefit provisions by state and may be referred to for further information.<sup>43</sup> No attempt has been made to verify or update the information contained therein.

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<sup>41</sup>Telephone conversation with Allen Sakamoto, Compensation Specialist, Classification and Compensation Review Division, Department of Human Resources Development (October 1, 1997).

<sup>42</sup>Memorandum from Earl I. Anzai, Director of Finance, to All Department Heads, Re Fringe Benefit Rate for FY 98, July 1, 1997.

<sup>43</sup>American Bar Association, National Conference of State Trial Judges, A Survey of State Judicial Fringe Benefits (2 ed.; Chicago: 1996).

*a. Retirement/Vesting periods*

With respect to judicial pensions, the American Bar Association, Judicial Administration Division's Committee on State Judicial Salaries' noted that judges who are at least age 65, with a minimum of 15 years of service, should be eligible to receive a pension equal to 75% of the currently effective salary of the office from which the judge retired. Reference to the "currently effective salary" was an attempt to ensure provision of cost-of-living adjustments.<sup>44</sup> In Hawaii, judges contribute 7.8% of their salary to the Employees' Retirement System. Their retirement benefits are equal to 3.5% of a judge's average final salary (based on the average of the highest three years), multiplied by the number of years of service, plus an annuity equal to the actuarial equivalent of a judge's accumulated contributions to the retirement system, not to exceed a maximum of 75% of the judge's average final compensation. Retired judges also receive an annual 2.5% cost of living increase in retirement benefits and federal social security benefits and do not pay state income taxes on their retirement benefits when they are received. Provisions also exist for judges to elect early retirement with reduced benefits.

Governor Cayetano's veto message accompanying the judicial pay bill,<sup>45</sup> warned that "[i]ncreasing [judicial] salaries across the board without adjusting retirement benefits . . . will only provide [judges] with a greater incentive to leave" the bench.<sup>46</sup> The Governor seemed particularly concerned with the Judiciary's right to benefits based upon three and a half percent of the average final salary, based upon the average of the highest three years, and the "right to retire without consideration of an age limit."<sup>47</sup> Given Governor Cayetano's rationale for vetoing the judicial pay bill, a review of Hawaii's retirement benefits vis a vis other states might prove particularly enlightening.

However, as most states' provisions are unique, meaningful comparison of these provisions are problematic in the absence of the services of a benefits specialist. For example:

- In Alabama, judges contribute 6% of their annual salary and receive 75% of their salary at date of retirement plus cost-of-living increases;
- In Arizona, judges contribute 6% of their salary, and the benefit equals 3.3% of final salary, multiplied by years of service to a maximum of 80% of final salary. Cost-of-living increases are granted from time to time;

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<sup>44</sup>See McConnell, *supra* note 2, at 182.

<sup>45</sup>See note 56, in Chapter 2 and accompanying text.

<sup>46</sup>Benjamin J. Cayetano, Governor of Hawaii, Statement of Objections to House Bill No. 1393, Regular Session of 1997 (June 20, 1997).

<sup>47</sup>*Id.*

- In Colorado, judges contribute 8% of their annual salary, and benefits are equal to 2.5% of final average salary (high three), multiplied by years of service up to 20 years. After 20 years, judges receive an additional 1% of their final average salary for each year in excess of 20, up to a maximum of 70% of final average salary. Benefits are subject to an annual cost-of-living increase up to 1% per year, but retired judges must pay state income taxes on benefits when received;
- In Idaho, judges contribute 6% of their annual salary, but after 20 years of service, make no contribution. Benefits equal 4% of current salary, multiplied by number of years of service up to 10 years, plus 2.5% of current salary for service in excess of 10 years, up to maximum of 62.5% of salary. Retired judges pay state income taxes on benefits when received;
- In Illinois, judges contribute 7.5% of their annual salary, plus 1% toward an automatic increase in annuity. Benefits are equal to 3.5% of salary base for the first 10 years of service, plus 5% of the base for each year after that, up to a maximum of 85%;
- In Nevada, judges do not contribute to the state judicial retirement plan or to the federal social security system. The retirement benefit is equal to 75% of a judge's salary immediately preceding retirement and is subject to periodic cost-of-living increases provided after 3 years;
- In New Jersey, judges contribute 3% of the difference between their salary on January 9, 1982 and on January 18, 1982. Benefits equal 75% of a judge's final salary, and judges receive social security benefits; however, they have to pay state income taxes on benefits received;
- Under Pennsylvania's standard plan, judges must contribute 5% of gross earnings, and the maximum annual pension is equal to 2% of the judge's final average salary (high three) for each year of service. Judges may enroll in optional and/or supplemental retirement plans to increase benefits;
- Minnesota has one of the most complicated sounding formulas. Judges contribute 6.27% of their annual salary. Benefits for judges who retire at age 65, with at least 5 years of service, are calculated by taking the average of the five highest annual salaries paid to the judge within the 10 years preceding retirement and multiplying that amount by 2.5% for each year of service before July 1, 1980, and by 3% for each year of service after June 30, 1980. The actual amount paid is computed by converting this amount to a monthly amount and subtracting from that 75% of the judge's monthly social security benefits, to a maximum of 65% of the final salary. Retired judges have to pay state income taxes on benefits they receive after recouping their investment.

One can readily see that a meaningful comparison of Hawaii's retirement benefits with these and other states would require in depth computations and analyses.

Fortunately, the usefulness of comparing vesting periods for full retirement benefits may be more readily apparent. In Hawaii, judges are eligible for full retirement benefits regardless of age, provided they have at least 10 years of service, or 5 years of service if they are at least age 55. Only Pennsylvania is somewhat similar to Hawaii in allowing judges to vest for pension benefits regardless of age, upon accrual of at least 10 years of retirement service credit, or after age 60 with at least 3 years of service. Most states have higher minimum age requirements for judicial retirement and/or longer service requirements for vesting than Hawaii. Some states have a short vesting period similar to Hawaii, but it is coupled with a higher age requirement, such as age 60; furthermore, most of these states also offer full benefits upon retirement at a younger age, but coupled with substantially more service years, such as 20 years. The following are illustrative of these variations:

- Alaska grants benefits to judges who are at least 60 years old, with at least 5 years of service.
- In Idaho, benefits are available to judges at least 65 years old, with at least 4 years of service, or at any age, with at least 20 years of service.
- Illinois which allows retirement of judges who are at least 60 years old, with at least 10 years of service, or at least 62 years, with between 6 and 10 years of service.
- In Mississippi, a judge may retire after age 60, with at least 4 years of service, or at any age, with at least 25 years of service.
- In Montana, judges who are at least 65 years of age, with 5 years of service, are eligible to retire.
- In New Mexico, judges are eligible for retirement if they have at least 5 years of service and retire when they are at least 64 or have at least 15 years of service and retire when they are at least 60.
- Tennessee grants benefits to judges who are age 65, with 8 years of service, or age 55, with 24 years of service.
- Vermont requires judges to be at least 62 years old and have 5 years of service or be at least 65 years old.
- Virginia grants benefits to judges who are age 65, with at least 5 years of service, or age 60 with 30 years of service.



A number of states have descending years of service requirements as age increases. For example:

- Colorado allows retirement at: ages 55 to 59 with 30 years of service; ages 60 to 64 with 20 years of service; and age 65 or over with at least 5 years of service.
- Louisiana allows a judge to retire: at any age with 18 years of service; at age 70 with any number years of service; after age 55 with at least 12 years of service; or at 50 years or after with at least 20 years of state service, 12 of which were as a judge.
- To qualify for benefits in New Jersey, judges must have: at least 10 years of service and retire on their 70th birthday; at least 15 years of service and retire when they are at least 65; or at least 20 years of service and retire when they are at least 60 years old.
- South Carolina provides benefits to judges who retire after: 25 years of service regardless of age; 20 years of service at age 65; or 15 years of service at age 70.
- Before Alabama changed its eligibility requirements to at least age 60 with at least one full term on the bench, it allowed a judge to retire at: age 60 with at least 18 years of service; age 62 with at least 15 years of service; age 65 with at least 12 years of service; and age 70 with at least 10 years of service.

A number of states have relatively simple provisions with higher age or service requirements than Hawaii. Illustrative are: Arizona which allows judges to retire at age 60, with at least 25 years of service, or at age 62, with at least 10 years of service; Nebraska provides benefits for judges retiring on or after reaching age 65; North Dakota grants benefits at age 65 or when age added to years of service equals at least 88; and South Dakota grants benefits to judges who retire after age 65 and have participated in the retirement system for at least 15 years.

Several states also allow for reduced benefits upon early retirement, such as Nevada, which provides full benefits for retirement after age 60, with at least 22 years of service, and partial benefits for judges who retire after age 60, with at least 10 years of service. North Carolina allows early retirement with reduced benefits for judges reaching age 50, with 5 years of service; judges who retire on or after age 65, with at least 5 years of service, or after age 50, with at least 24 years of service, are eligible for full retirement benefits.

#### *b. Retired judges' health benefits*

A few states continue to provide health insurance coverage to retired judges, similar to Hawaii, which provides full health and life insurance coverage (except that judges retiring with less than 10 years service must share the cost). For example, in California, judges receive full health and dental benefits. Maine pays for health and life insurance for retired judges (basic plan), but the dental insurance ceases. In Maryland, retired judges with at least 16 years of service get the same

health insurance subsidy as provided to active judges (those with less than 16 years get a reduced subsidy). In Idaho and Pennsylvania, the state provides fully paid health/medical insurance for judges. However, in Pennsylvania, the coverage applies only to those judges who retire with 10 or more years of service and includes hospital, medical/surgical, major medical, dental, vision, hearing, and prescription drugs.

A few states continue to provide benefits, but at a lower level than that provided active judges. For example, in Delaware, health care continues at the same level as for an active employee for those retired judges who are under 65; but the state pays only the cost of Medicare supplement for retired judges (and spouses of retired judges) over age 65. Kentucky pays only the cost of Medicare supplement for retired judges. Finally, a few states continue benefits only for some judges. For example, Michigan pays life insurance for all retired judges, but continues health insurance coverage only for retired supreme court justices and court of appeals judges.

*c. Paid leave provisions*

It is perceived, within the State at least, that Hawaii has a generous leave policy for public employees, including judges. Judges receive 21 days of vacation leave and 21 days of sick leave per year. Additionally, as in nearly all states, judges are granted 15 days of military leave each calendar year when called for active duty or to participate in training exercises. Furthermore, Hawaii is the only state noted as having paid funeral leave (up to 3 days for an immediate family member). Several states, however, have equally or even more generous leave policies. For example, Alaska gives judges 30 days of vacation leave, unlimited sick leave as needed each year (not charged against vacation leave), and five days educational leave.<sup>48</sup> In Maryland, judges are entitled to 27 vacation days per year, plus 3 personal days; sick leave is taken as needed and not charged against vacation or personal leave. Minnesota judges have 30 working days of vacation leave and 10 days for education leave per year, (no mention was made of sick leave, however). Rhode Island judges receive six weeks of vacation leave, sick leave on an as needed basis, and up to 4 days of personal leave.

A number of states have no formal specified leave provisions, including Arizona, Arkansas, Colorado,<sup>49</sup> Florida, Georgia, Kentucky, Nebraska, North Dakota, Pennsylvania, South Carolina, Tennessee, Texas, Vermont, Virginia,<sup>50</sup> and Washington. In between these extremes are states such as Idaho, whose judges are eligible for 22.5 vacation days and accrue sick leave at one day a month, or Utah, whose judges receive 20 days of vacation per year.

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<sup>48</sup>In lieu of vacation and sick leave, Alaska's district court judges receive either 2, 2.25, 2.5, or 3 days of personal leave per month (depending upon years of service). American Bar Association, National Conference of State Trial Judges, *A Survey of State Judicial Fringe Benefits* (2 ed.; Chicago: 1996), at 7.

<sup>49</sup>Colorado has no formal policies, but judges have 25 per year to use at their discretion. *Id.* at 21.

<sup>50</sup>Except district court judges receive 20 vacation days per year, 10 hours of sick leave each month, and 11 days of educational leave. *Id.* at 178-179.

Hawaii's judges have 14 paid holidays in an election year, as does New Jersey. Pennsylvania has from 12 to 14 holidays per year. Only Maryland, with 14 days in a nonelection year and 15 days in an election year, and West Virginia, which has 13 to 15 holidays per year, have more than Hawaii. Alabama, Delaware, Massachusetts, Vermont have 13 holidays per year. A number of states have 10 holidays a year, including Arizona, Arkansas, Idaho, Minnesota, Mississippi, New Mexico, North Dakota, South Dakota, and Washington. Iowa has only 9 holidays per year; and Texas has no formal holiday provisions. The other states generally have between 11 or 12 holidays per year.

*d. Health/Medical benefits*

Because of the variety of health plans available to judges in the states, no attempt was made to compare these health benefits. It is interesting to note, however, that a few states include dental coverage for their judges in their health benefits package. Alaska is the most generous in providing dental coverage for judges and their family members. More typical are Alabama, Idaho, Michigan, (coverage varies by court plan) Minnesota, and Rhode Island, which provide dental coverage only for judges, but allow judges to add family members at their own cost.

*e. Life Insurance benefits*

Hawaii provides active judges under age 65 with \$25,000 of life insurance benefits, with descending amounts as age increases. Several states are more generous than this, basing benefits on salary levels. For example, in Illinois and Oregon,<sup>51</sup> judges' life insurance benefits are equal to their most recent annual salary. Similarly, Idaho judges have coverage equal to 100% of their salary, until they reach 65 years of age; then it drops to 75% of their salary, and 50% of their salary at age 70. Michigan is also generous: for active judges, the state coverage is equal to two times their annual salary, and in addition, most local governmental units provide varying amounts of coverage;<sup>52</sup> for retired judges it is 25% of the coverage immediately preceding retirement. In Minnesota, judges have \$55,000 in life insurance coverage.

On the other hand, most states provide judges with considerably less insurance coverage than in Hawaii. As an example, Arizona's basic noncontributory life insurance coverage is \$5,000, but \$10,000 if death results from auto accident where seat belts were worn (additional contributory coverage allowed). Colorado provides \$12,000 in coverage. Alaska provides only \$2,000 in basic life insurance coverage for judges, but also provides \$1,000 for spouses, and \$500 for dependents three years or older. New Mexico provides only contributory life insurance: (\$25,000 of benefits is provided, with judges contributing \$4.42 and the state contributing \$6.652 per month). Several states, such as Alabama, New York, and Rhode Island do not pay for any life insurance coverage for judges.

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<sup>51</sup>In Oregon, the amount is rounded up to the next multiple of \$1,000. *Id.* at 140.

<sup>52</sup>Coverage for Maryland's judges is similar, except it is unclear whether judges must pay for some of the coverage. The report states that Maryland's judges "are eligible" for life insurance at one, two, or three times their salary, rounded to the next \$1,000 for a maximum of \$100,000, \$200,000, or \$300,000. *See id.* at 78.

*f. Transportation*

Most states provide parking for judges and make some reimbursement for mileage under specified circumstances. In addition, a few states provide the chief justice of the supreme court with a car, including Alaska, Hawaii (car and gasoline), and Tennessee (including gasoline, maintenance, and insurance). In Georgia, the chief justice is given a car and driver, and the chief judge of the court of appeals is given a car. Similarly, in Rhode Island, the chief justice and all chief judges are provided with a state car. North Dakota is quite generous, making cars and gasoline available to all of its judges. In states where judges must travel far, judges may be provided with a car and gasoline (such as in Utah) or receive a monthly car allowance (such as in Texas). In some states, certain judges receive an annual travel or car allowance. In North Carolina, superior court judges receive a \$7,000 travel allowance each year for subsistence, in addition to \$0.28 per mile for travel. Justices of the Pennsylvania supreme court receive an annual car allowance of \$9,000, which is intended to reimburse them for the purchase or lease of an automobile, plus operating costs such as insurance, gasoline, and maintenance. In addition, the president judges of the lesser appellate courts have access to a state owned car, while the associate judges are reimbursed for travel costs.

*g. Expenses*

Most, but not all, states reimburse judges for expenses in connection with approved education or judicial conferences and bar dues. A few states provide only limited reimbursement of such expenses. For example, in Arizona, it appears that only appellate judges are reimbursed for dues, conferences, and travel. In Arkansas, judges are not reimbursed for dues or expenses, although registration fees are waived for judges at state bar association meetings and seminars. At least two states provide some judges with expense allowances. In Indiana<sup>53</sup> and Pennsylvania, the justices of the supreme court and judges of the intermediate appellate court receive statutorily prescribed expense allowances; and in Virginia, the justices of the supreme court and judges of the court of appeal receive a \$6,500 allowance annually.

*h. Recreational privileges*

A few states provide some type of recreational privilege to their judges. New Hampshire judges receive 50% discounts on admissions to all state-owned recreational facilities. Additionally, one of the eligible HMOs in which judges may participate offers free health club membership as part of its wellness program. Also, North Dakota has discounted fees for judges at the YMCA, depending upon location, and Oregon judges receive a 50% discount off regular initiation fees charged by the Northwest Athletic Clubs Association.

*i. Miscellaneous benefits*

A few states have other miscellaneous benefits. The most remarkable of these are

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<sup>53</sup>In Indiana, the annual subsistence allowance to defray expenses relating to the discharge of duty ranges from \$5,500 to \$3,000. *Id.* at 58.

Arizona's state-sponsored day care, in which judges are eligible to participate, and its state-operated cafeterias in which judges may dine.

Clearly fringe benefits comprise a significant percentage of a judge's total compensation. The exact value of the benefits package naturally depends upon the particulars of the benefits provided. Although the foregoing discussion illustrates the complications involved in comparing such packages, it also highlights the necessity for including consideration of fringe benefits if a fair and accurate comparison of compensation is to be achieved.

### **Economic indicators**

Although commentators concede that one should not expect to reach full economic potential on the bench, they nonetheless maintain that it is unreasonable to allow inadequate compensation to erode a judge's economic position to the point that personal and family financial concerns become a distraction. They contend that the issue extends beyond a simple judicial pay raise, noting that lengthy waits between judicial pay increases, coupled with the rising cost of living, seriously diminishes judicial purchasing power. The present situation in Hawaii is a prime example of this. The 1996 Judicial Salary Commission Report found that the salaries of Hawaii's judges are far below their respective consumer price index adjusted salary levels. Using the 1995 consumer price index for urban dwellers for Honolulu, the Commission determined that the salary of the chief justice was about 70%, and the salaries of circuit court judges were about 72%, of 1969 salary levels, respectively.<sup>54</sup> Furthermore, the Commission found that, in addition to the erosion in their salaries, Hawaii's judges pay a relatively higher cost for goods and services than judges on the mainland. The Commission concluded that the representative consumption basket in Honolulu is 25% more expensive than in the average mainland urban area; and when estimates of personal income taxes and insurance are included, Honolulu is 34% more expensive than the Mainland.<sup>55</sup>

To obviate this situation and ensure regular adjustments in salary that, at a minimum, keep pace with the cost-of-living, it has been suggested that salaries of judges be tied to some economic indicator. It is unclear, however, which indicator should be used. Some commentators have urged that judges' salaries be tied to cost-of-living; however, reference to "cost-of-living" is problematic. Cost-of-living refers to the amount of money it takes to live in a particular place at a particular lifestyle or quality of life. Therefore, no fixed level for cost-of-living exists, as it differs according to location and lifestyle.

Although comparisons may be made between what it costs to buy the same goods and services at different locations, these still do not accurately and fully reflect the actual cost of living. One example of such a comparison is the American Chamber of Commerce's cost of living differential showing comparisons between major urban areas. This index does not include

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<sup>54</sup> 1996 Hawaii Salary Commission Report, *supra* note 3, at 19.

<sup>55</sup> *Id.* at 23.



Honolulu, however. Moreover, it has been criticized as having a narrow, consumption-based perspective.<sup>56</sup> Other cost of living comparisons exist, but the reliability of these appear uncertain. According to the Department of Business, Economic Development, and Tourism, the Bank of Hawaii, following methodology employed by the United States Department of Labor, Bureau of Labor Statistics, in their discontinued family budget studies, (which made official comparisons of Honolulu and mainland living costs), unofficially calculates the cost-of-living based upon a hypothetical budget for a four-person family at an intermediate standard.<sup>57</sup> In addition, the United States Office of Personnel Management compiles a comparison of prices in Hawaii and Washington D.C. to provide a basis for cost of living adjustments for federal employees in Hawaii. The Department of Business, Economic Development, and Tourism advises, however, that the data from these two sources are subject to “technical limitations and must be interpreted with considerable caution.”<sup>58</sup> Accordingly, there appears to be no reliable measure of the actual cost-of-living.

Furthermore, the term “cost of living” is often confused with, or incorrectly used to refer to, the consumer price index, which is widely used as an indicator of the rate of inflation that the average consumer faces.<sup>59</sup> The consumer price index is a relative index that measures the average change in prices over time for a specific set of goods and services, including food, clothing, shelter, fuels, transportation, medical services, drugs, and other goods and services that people buy for day-to-day living. Consequently, the consumer price index is depicted symbolically as a market basket of goods and services. Because the consumer price index does not measure actual price levels (only change in prices), and it excludes certain non-consumption items, including income taxes and social insurance taxes, such as social security, it is not a true cost of living indicator. However, by measuring price changes from an arbitrarily designated reference date, the consumer price index provides a valid measure, in times of rising prices, of the relative rate of inflation or, conversely, of the diminution in the value of a dollar against a fixed base year. Thus it provides a reliable measure of the *change* in the cost of living.<sup>60</sup>

The Bureau of Labor Statistics publishes a consumer price index for two population groups: a Consumer Price Index of All Urban Consumers (CPI-U), which covers approximately

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<sup>56</sup>See Paul H. Brewbaker, *Hawaii’s Cost of Living in 1990: Urban Four-Person Family Budgets at an Intermediate Standard of Living* (Bank of Hawaii, Honolulu: 1991), at 1.

<sup>57</sup>Hawaii, Department of Business, Economic Development, and Tourism, 1996 Data Book (Honolulu: 1996), at 365.

<sup>58</sup>*Id.* Brewbaker acknowledges inherent weaknesses in the underlying estimating methodology, one of which is that the “market basket,” relied upon by the Bureau of Labor Statistics, reflects consumption and employment patterns of a family in the 1960s and has never been updated to reflect current consumption patterns. See Paul H. Brewbaker, *Hawaii’s Cost of Living in 1990: Urban Four-Person Family Budgets at an Intermediate Standard of Living* (Bank of Hawaii, Honolulu: 1991).

<sup>59</sup>Telephone conversation with Robert Shore, Chief, Economic Branch, Research & Economic Analysis Division, Department of Business, Economic Development, and Tourism, October 10, 1997 [hereinafter cited as Shore].

<sup>60</sup>See Hawaii, Department of Business, Economic Development and Tourism, Quarterly Statistical and Economic Report, 1st Quarter (Honolulu: 1989), at 9-10.

80% of the total population and a Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), which covers 32% of the total population. The CPI-U includes such groups as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the work force, in addition to the urban wage earners and clerical workers covered under the CPI-W. Separate indexes also are published by size of city, region of the country, for cross-calculations of regions and population-size classes, and for twenty-eight local areas, including Honolulu.<sup>61</sup>

There are other factors that can be indexed also, such as per capita income or employment cost, but again, these are not a complete reflection of a state's cost of living. It has been noted previously that the District of Columbia (which tracks the compensation of federal court judges), the federal Judiciary, and Illinois base judicial salary adjustments upon changes in the employment cost index.<sup>62</sup> According to the Department of Business, Economic Development, and Tourism staff, the employment cost index reflects an average of the combined wages and salaries of employees in other designated sectors or groups. The value of this index would be to determine whether increases in all average wages and salaries were keeping up with increases in the cost-of-living. The per capita income index is a variation of the average wage and salary index, but it includes a broader range of income in addition to wages and salaries, including imputed income, which makes it more volatile.<sup>63</sup>

Finally, an objection raised, from a labor theory perspective, to the association of salary adjustments to any economic indicator is that it is an arbitrary measure having little to do with the major theories behind compensation, (such as the productivity and contribution of the person receiving the adjustment or the shortage of skilled workers to fill critical positions), and, therefore, the consumer price index, or any other economic indicator, by itself, does not provide an adequate basis for determining the appropriate amount of a salary increase. On the other hand, it has been observed that measuring productivity, proficiency, and performance is more difficult to do in the public sector than in a market economy. Furthermore, if the intent is only to compensate for a change in the cost-of-living, as opposed to substituting for merit or performance pay, then use of the consumer price index provides a valid and traditional indicator.

## Conclusion

The consensus of commentators appears to be that inadequate compensation has a significant effect on the quality of justice and raises a threat to judicial independence. The difficulty lies in determining what constitutes reasonable compensation. It is apparent that this is a complex issue and that a number of factors may be relevant in determining what constitutes reasonable compensation for judges. This discussion has examined various ideas concerning how reasonable judicial compensation may be achieved and has reviewed factors relevant to a determination of reasonable compensation.

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<sup>61</sup>For a more detailed description of the consumer price index, see generally id. at 9-12.

<sup>62</sup>See notes 11-16 in Chapter 3 and accompanying text.

<sup>63</sup>See Shore, supra note 59.

## **Chapter 5**

### **VIEWS OF THE JUDICIAL SALARY COMMISSION ON THE SUBJECT OF JUDICIAL COMPENSATION**

As directed in the Resolution, the Bureau sought information from the Hawaii Judicial Salary Commission and offered the Commission members an opportunity to discuss their views on the subject of judicial compensation. This Chapter summarizes the input obtained from the Commission members.

#### **Views of the Judicial Salary Commission**

The Bureau offered members of the Judicial Salary Commission the opportunity to provide additional input into the study, either by meeting individually or in a group with Bureau staff or by submitting a written response. With the exception of one member, the Commission decided to respond as a whole by way of letter. The Commission's written response is summarized here. A complete copy of the response is reproduced as **Appendix F**.

While advising that Hawaii's judges are "significantly underpaid, relative to jurists in other states, on the federal bench, and in private practice," the Commission reported that: the most recent figures available from the National Center for State Courts indicate that, by July 1, 1997, Hawaii's Supreme Court Justices had fallen from a national ranking of 35th to 38th; and when Hawaii's cost-of-living is taken into account, Hawaii's justices now rank 45th in the nation. The Commission also noted its concern about the eroding value of judges' salaries and contended that "sporadic, lump sum raises simply put off the issue of maintaining judicial salaries at a level commensurate with judicial responsibilities and at a level to attract and retain the best to serve in Hawaii's Judiciary."

The Commission reiterated its "strong support" for the adoption of an automatic salary escalator for judges, stating that "[i]n light of the Governor's veto of the judicial salary increase passed by the 1997 Legislature, we are increasingly persuaded that an automatic salary escalator is imperative." Finally, the Commission, submitting that "an experienced Judiciary is the cornerstone to judicial excellence and judicial independence," maintained that judges, similar to other public employees who "commit a significant portion of their professional careers to public service, should be compensated commensurate with the length of their [public] service" and that "[r]etention increases, or pay supplements for length of judicial service, are an idea whose time has come." The Commission concluded its response by urging implementation of "these long overdue and urgently needed adjustments to the salaries and salary structure of Hawaii's dedicated judges and justices."

## **Former Co-Chair of the Commission**

Mr. Max J. Sword, who was Co-Chair of the Commission at the time it submitted its report to the 1997 Legislature, accepted the Bureau's offer to meet concerning this study. Shortly before the actual meeting date, Mr. Sword was appointed to the Judicial Selection Commission and resigned from the Judicial Salary Commission. Given Mr. Sword's significant contribution to the work of the Commission and the Resolution's directive to consult with the Commission, the Bureau considered it appropriate to include Mr. Sword's comments. Mr. Sword emphasized during his meeting with Bureau staff that the opinions expressed were his personal views and did not necessarily represent those of the Commission. Mr. Sword's comments are summarized in the remainder of this section.

Mr. Sword was asked his reaction to the traditional approach, historically favored by many in Hawaii, of using the Governor's salary as a bench mark in setting the salaries of all other exempt government officials, including judges. Mr. Sword explained that he was a firm believer in the separation of power within three distinct branches of government. Each branch of government has a different role and function, and compensation should be set accordingly. Furthermore, judicial independence requires there to be a fair and impartial mechanism for achieving judicial salary adjustments that avoids politics as much as possible. Accordingly, Mr. Sword indicated he does not accept the traditional approach that the Governor's salary should be used as bench mark in setting the salaries of other exempt government officials. If this approach were to be used, however, Mr. Sword pointed out, as have others,<sup>1</sup> that because the Governor has a number of "perks" (house, use of car and driver, etc.) in addition to his cash compensation, any fair comparison using the Governor's compensation should take into account the value of these perks.

Mr. Sword was asked his response to concerns raised that the Commission's proposals may be perceived as granting judges special treatment not afforded other exempt employees. Comparing the operation of state government to that of a large corporation, Mr. Sword stated that he feels strongly that salaries should be adequate to attract good people in all areas of government. In that context, he observed that the Governor and his cabinet also should be paid more and conceded that department heads and deputies deserved to have a similar, but separate, salary escalator, with the Governor's salary set at the top of that pay scale. He noted, however, that the rationale justifying longevity pay for judges does not apply to department heads because they generally serve in the same position only as long as the Governor holds office.

With respect to the advantages of having a sitting judge serve out a long tenure on the bench, Mr. Sword stated that, generally, as with most things, the more experience a judge has on the bench, the better the judge is able to perform. He conceded that this may not always be the case, however, and indicated that, in his opinion, any judge who is not performing his or her duties adequately should not be retained. Mr. Sword acknowledged that the Commission wrestled with the issue of how judicial performance should be evaluated and found resolution of the issue difficult. He noted that it requires a different standard of evaluation than in a business

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<sup>1</sup>See note 38 in Chapter 4 and accompanying text.

environment, where assessments are made using objective criteria. Judges have to interpret common law and statutory law and rule on the legal merits, given a particular set of facts. It is not a simple question of whether you agree or disagree with their rulings.

With respect to whether retirement and other benefits should be addressed in tandem with salary provisions, Mr. Sword acknowledged that judges' retirement benefits are very favorable and may not encourage long tenure. Conceding that the Governor may have a point with respect to judicial retirement benefits,<sup>2</sup> he suggested that the entire compensation package be examined to arrive at a good package that strikes a balance between compensation that is both equitable and commensurate with the duties required of the office and that will attract the best legal minds to the bench. Mr. Sword acknowledged that the Commission, in comparing judicial salaries in Hawaii with those of judges in other jurisdictions and with those of local private attorneys, did not take into account the value of fringe benefits, such as vacation, health insurance, pension, and retirement benefits, as part of the overall compensation package. According to Mr. Sword, one problem the Commission had in making such comparisons was that too much disparity exists to permit any kind of summary or conclusion with respect to the value of the benefits. Furthermore, this information with respect to private law firms is difficult to obtain, because many firms are unwilling to divulge such information.

Mr. Sword was asked whether he had a preference for one method, over another, of achieving an automatic salary escalator provision. He responded that he personally has philosophical reservations about tying judicial salaries to those in any other branch of government, such as the executive branch through collective bargaining increases, because he believes there needs to be a sufficient nexus between the amount of pay awarded and the work performed. Mr. Sword noted that previous reports of the Commission had recommended tying judicial salary increases to some type of cost of living increase.<sup>3</sup> He explained that this method, on the other hand, raised the problem of deciding which numbers to use to arrive at a cost of living increase, because there is no agreement on a formula or equation to use to determine cost of living. Consequently, he concluded that both methods have positives and negatives associated with them. Nevertheless, he maintained that some objective mechanism is critically needed to ensure regular judicial salary increases.

With respect to the issue of longevity pay for judges, Mr. Sword explained that this issue was raised just before the deadline for submission of the Commission's report. He indicated that the Commission recognized that it would be very difficult to devise a system that would reward a sitting judge's experience on the bench but, at the same time, take into account the greater duties and prestige of higher courts and avoid overlapping salaries between court levels. Mr. Sword observed that, although the obvious way to avoid this overlapping of salaries with a longevity pay system would be to create larger differentials between salaries at the different court levels, this solution might be politically and economically infeasible. He noted that, given the complications involved, the Commission did not have sufficient time to address this issue in its report. Nevertheless, Mr. Sword indicated that, because he believes there should be a strong sense of civic

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<sup>2</sup>See notes 46-47 in Chapter 4 and accompanying text.

<sup>3</sup>See Hawaii, Report of the Judicial Salary Commission (Honolulu: October 1994), at vii and 29.



duty on the part of a person wanting to be a judge, he feels it is important to recognize and reward such commitment to public service by providing for judicial salary increases tied to length of service on the bench.

## **Conclusion**

The sources whose views are presented here indicated that the continuing failure to maintain reasonable judicial salary levels has been counter productive to the Judiciary. The sources contend that the need to preserve judicial independence and excellence and maintain an experienced judiciary necessitate paying judges reasonable levels of compensation. They contend, moreover, that there must be an objective mechanism to ensure reasonable increases are made to judicial salaries on a regular basis. An automatic salary escalator and some system for additional pay for judges based upon length of service were suggested as means toward achieving these goals.

## Chapter 6

### SUMMARY AND RECOMMENDATIONS

#### General Findings and Summary

1. *The Bureau finds that the current system for determining judicial pay increases has failed to provide adequate judicial compensation on a regular basis; and this failure to maintain reasonable levels of compensation has had a detrimental effect on, and threatens to compromise the independence of, the Judiciary.*

The lack of a judicial pay increase in more than seven years reportedly accounts for the decision within the last several years by a number of judges to step down. Since the last judicial increase in 1990, judges' purchasing power has decreased by 25% as a result of inflation and the rising cost of living. This present interim between pay increases is only the latest of many such lengthy interludes.<sup>1</sup> Moreover, history reveals that judicial pay raises have often been held hostage to the political process. The need to depoliticize the process is apparent. The absence of an objective, statutorily established mechanism to ensure fair and reasonable salary increases on a regular basis forces the Judiciary into the potentially compromising position of lobbying the Legislature for increases in salary and benefits.

The independence of the Judiciary is further compromised when personal economic pressures become a distraction sufficient to interfere with the exercise of "independent and dispassionate judgment."<sup>2</sup> A lifetime commitment to the bench, in the "tradition" of an independent judiciary, entails considerable financial sacrifice, given that most judges could earn far higher salaries by remaining in the private sector. Judges are at a further economic disadvantage in comparison to private attorneys, law school faculty, and others, because, unlike these latter groups, judges are largely precluded by the Code of Judicial Conduct from supplementing their salaries from outside sources. These financial sacrifices are inherent in any judicial career; however, when coupled with inadequate salaries, such sacrifices are greatly exacerbated.

Conventional wisdom holds that fair and adequate compensation is necessary to ensure qualified and experienced judges. Conversely, insufficient compensation apparently has the concomitant effect of driving experienced judges from the bench and discouraging highly qualified attorneys from applying for judicial vacancies. These effects, in turn, diminish the quality of the bench. The Legislature has repeatedly dealt with the problem of insufficient judicial compensation by granting sporadic, lump-sum increases. History demonstrates, however, that this type of response cannot adequately rectify the problem. As judges are bypassed while other state workers receive salary increases, the effect is not only demoralizing and frustrating for judges, but the

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<sup>1</sup>See discussion of history of judicial pay increase in Chapter 2.

<sup>2</sup>See Hawaii, Report of the Commission on Judicial Salaries (Honolulu: 1984), at 3.

failure of judicial salaries to at least keep pace with inflation causes judges to lose ground as their purchasing power shrinks. Moreover, the lump-sum salary increases that then become necessary, every four to eight years, to bring judges current with inflation concomitantly raise the public ire and contribute to the Legislature's reluctance to increase judicial salaries. This response has become a pattern that perpetuates itself because of its inadequacy. As the 1984 Commission on Judicial Salaries' observed, this failure to maintain reasonable levels of compensation "accumulate problems that in the long-run are more costly to correct than modest adjustments made on a regular basis."<sup>3</sup>

This continuing failure to maintain reasonable salary levels has resulted in mounting calls for a permanent, objective process that would: ensure reasonable and regular salary adjustments; obviate the need for controversial, lump-sum, catch-up adjustments; and preserve the integrity and independence of the Judiciary. In response, the Legislative Reference Bureau, through Senate Concurrent Resolution No. 2, Senate Draft No. 1, was requested to study and recommend an appropriate judicial salary structure.

An examination of judicial salaries across the country reveals that Hawaii now ranks near the bottom. The National Center for State Courts' latest judicial salary ranking by state demonstrates that, as of July 1997, Hawaii's rank has fallen: to number 38 out of 50 and 34 out of 39 for salaries paid to justices on the supreme court and judges on the intermediate court of appeals, respectively; and to 34 out of 50 for salaries paid to circuit court judges.<sup>4</sup> According to the Judiciary, when the National Center's salary data are "normalized" to eliminate the disparity caused by differences in per capita income among the states, Hawaii's rank drops even farther to: 44 out of 50 and 35 out of 39 for salaries paid to justices on the supreme court and judges on the intermediate court of appeals, respectively; and to 44 out of 50 for salaries paid to circuit court judges. (See **Appendix G.1 to G.3**)

2. *The Bureau finds that objective mechanisms have been used in other jurisdictions to provide regular and reasonable judicial salary adjustments; however, implementation in Hawaii of only one such mechanism, alone, may be insufficient to resolve the problems posed by inadequate judicial salaries and to ensure regular and reasonable salary adjustments.*

A comprehensive review of the statutory salary provisions and structure for judges in all states and the District of Columbia indicates that twenty-two states and the District of Columbia have one or more objective mechanisms in place to effect regular and reasonable judicial salary adjustments. These mechanisms include: an automatic salary escalator to afford judges an automatic increase upon the happening of a certain event, such as a pay increase for state workers or an increase in the consumer price index; longevity payments based upon length of service; and authoritative compensation commissions whose recommendations are determinative, unless affirmatively rejected by the Legislature. Nevertheless, it appears use of these mechanisms alone may not secure a high ranking of a state's judicial salaries. For example, Maine provides for adjustment of judicial salaries according to any percentage change in the consumer price index, not to exceed 4%. However, the Legislature can withhold this cost-of-living adjustment in certain

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<sup>3</sup>See *id.* at 30.

<sup>4</sup>National Center for State Courts, "Survey of Judicial Salaries" (Williamsburg: Fall 1997), at 10.

fiscal years. This proviso may account for Maine's low ranking at number 40 out of 50 and 35 out of 50 for the court of last resort and the general jurisdiction trial court, respectively. In addition to Maine, eight other states that employ some type of salary adjustment mechanism have one or more courts that are ranked number 30 or below in the National Center for State Courts' latest salary ranking.<sup>5</sup>

This finding lends support for the conclusion that determining reasonable compensation is a complex process, requiring consideration of a number of factors in arriving at an adequate and reasonable level of compensation. Moreover, it also points out that, despite the advantages presented by these various mechanisms, implementation of only one mechanism, by itself, may not be a panacea for the problems posed by inadequate judicial salaries. Each mechanism has a primary focus that may fail to address other concerns sufficiently. For example, an automatic salary escalator is an attempt to keep salaries increases consistent with those of other workers or with increases in the cost of living, but may fail to achieve reasonable and regular compensation levels for judges if those other workers are given either no increase or an insufficient increase or if the rate of inflation slows. Furthermore, an automatic salary escalator does little to recognize the valuable experience and longevity of sitting judges. Similarly, while longevity payments are an attempt to reward experience and encourage longevity in a position, they would affect only those limited individuals who meet the required years of service. Thus it would provide little assistance in keeping judicial salaries across the board current with inflation. Compensation commissions ideally should remove the issue of compensation from the political arena and provide for reasoned consideration of all relevant factors in determining reasonable salaries. However, as seen in Chapter 3, a commission may be only advisory or, even if authoritative, the commission's authority may be watered down.<sup>6</sup> Also, compensation commissions may fail to consider all relevant criteria in their decision making. For example, given the high percentage of overall compensation comprised by fringe benefits,<sup>7</sup> a fair comparison of the compensation of judges in Hawaii with that of others, whether judges in other jurisdictions or private attorneys or others, requires comparing total compensation packages, not merely salaries. Yet, this has not been done, primarily because of the complexities involved in comparing compensation packages, as even the brief examination, in Chapter 4, of fringe benefits afforded by other states illustrates. This observation points out the need for input into the Judicial Salary Commission's decision-making by qualified benefits/compensation specialists.

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<sup>5</sup>States tying judicial salary adjustments to those of civil service or state employees: Kansas's court of last resort, intermediate court of appeals, and general jurisdiction trial court rank 34, 30, and 38, respectively; Kentucky's court of last resort ranks 31 (the intermediate court of appeals and the general jurisdiction trial court both rank 29); New Hampshire's court of last resort and general jurisdiction trial court rank 35 and 32, respectively; South Dakota's court of last resort and general jurisdiction trial court rank 46 and 49, respectively. States providing longevity payments: Nevada's court of last resort and general jurisdiction trial court rank 42 and 44, respectively. States relying on determinative compensation commissions: Alabama's general jurisdiction trial court is ranked 42 (however, its court of last resort and intermediate court of appeals rank 10 and 8, respectively); and Minnesota's court of last resort, intermediate court of appeals, and general jurisdiction trial court rank 36, 36, and 39, respectively.

<sup>6</sup>For example, see the descriptions of compensation commissions in Alabama, Arizona, and Minnesota in Chapter 3.

<sup>7</sup>See notes 41-42 in Chapter 4 and accompanying text.

Finally, it should be pointed out that these mechanisms are prospective in nature and are designed, if implemented, to ensure regular and reasonable salary increases in the future. Implementation of one or more of these mechanisms, alone, would not remedy the present situation, in which Hawaii's judges find themselves, of having sub par base salaries.

## **Bureau Recommendations**

Based upon the foregoing discussion, the Bureau concludes that an appropriate salary structure should include one or more objective mechanisms to: remove judicial salary issues from the political arena; and ensure both reasonable and regular salary adjustments that, at a minimum, keep pace with increases in the cost-of-living and alleviate the need for large catch-up adjustments. Accordingly, the Bureau makes the following recommendations to the Legislature.

1. *Recommendation No. 1: The Legislature should enact a judicial salary increase as proposed in House Bill No. 1393, C.D. 1, regular session of 1997.*

As noted, implementation of one or more of the objective mechanisms discussed, alone, will do nothing to ensure that the present base pay of judges is raised. Failure to increase judicial base salaries to a reasonable level, prior to implementing any of these mechanisms, would have the effect of locking judges in at an unfair baseline at the outset and, thereby, preventing their salaries from ever “catching up” to inflation. Therefore, given that Hawaii’s judges have had no pay increase in nearly eight years, the Bureau suggests that, in conjunction with implementing objective mechanisms to ensure periodic, reasonable salary adjustments, the Legislature also increase judicial base salaries. The Bureau would note that the judicial pay raise proposed in House Bill No. 1393, C.D. 1, and approved by the Legislature during the regular session of 1997 would seem a logical starting position.

2. *Recommendation No. 2: The Legislature should adopt one or more objective mechanisms to provide regular and reasonable judicial salary adjustments.*

Several options are available by which the Legislature may implement an objective mechanism.

***Option 1.*** *The Legislature could enact a statute that provides an automatic salary increase for judges tied to increases given to other state employees.*

An automatic salary escalator mechanism would achieve predictability and consistency in judicial salary adjustments and avoid the necessity for large catch-up increases that have historically taken place. In addition, the regular, systematic nature of this approach should reduce the politics that accompany any salary increase for judges and obviate the need for lobbying of legislators by the Judiciary, thus preserving judicial independence. The mechanism most commonly used by other states is tying judicial salary adjustments to increases given, either as negotiated increases or cost-of-living increases, to all or certain segments of state workers.



It has been suggested that adjustments to judicial salaries in Hawaii be tied automatically to collective bargaining negotiated increases, particularly those of unit 13 (professional and scientific employees) or to increases given to the managerial white-collar officers and employees in the excluded managerial compensation plan, pursuant to section 77-13.1, of the Hawaii Revised Statutes. Proponents of this mechanism have promoted it for its element of fairness, in ensuring that judges receive salary adjustments on a regular cycle with the vast majority of other state employees. Moreover, there appears to be some precedence for tying salary adjustments for excluded employees to collective bargaining negotiated increases, based upon chapter 89C, Hawaii Revised Statutes, which permits pay adjustments, for certain excluded officers and employees, of an amount not less than that provided under collective bargaining agreements for comparable officers and employees.<sup>8</sup> Finally, because collective bargaining for public employees is such an accepted principle in Hawaii, it has been suggested that this mechanism may be seen as more palatable than others for which no local precedent exists, such as tying raises to the consumer price index.

On the other hand, it has been pointed out that, although the tying of judicial salary increases to those of other employees may be acceptable if the increase is intended to be a cost of living increase, but if, instead, the increase is intended to be commensurate with what a particular collective bargaining unit has earned, it may seem both arbitrary and unfair to tie judges' salaries to this percentage increase. Furthermore, because any collective bargaining unit's salary increases must be negotiated as part of the contract agreement, tying judicial salary adjustments to collective bargaining increases, or for that matter, to increases given to other state employees, will not guarantee that judges receive either reasonable or regular salary increases. It will only guarantee that they receive whatever increase, if any, that another group of employees receives. Thus, if a salary increase is consistently denied to the particular group of employees, judges could face the same situation confronting them at present: that is, a sub par judicial salary base with severely diminished purchasing power.

In any event, the primary impediment to tying judicial salaries to collective bargaining negotiated increases is that such action is presently prohibited under state law. As discussed in Chapter 2, section 78-18.3, Hawaii Revised Statutes, forbids any mandatory salary adjustment or increase for certain elected or appointed officers and employees, including judges, that is dependent upon or related to negotiated salary adjustments or increases received under collective bargaining agreements by civil service employees or other public employees covered by collective bargaining.<sup>9</sup> The Legislature, in enacting this provision, stated its strong opposition to an automatic adjustment provision, specifically declaring it "unsound and inadvisable public policy" that is "detrimental to the public interest" and "anathema to good government and to present sunshine laws . . . ."<sup>10</sup> The Legislature's reasoning appears to have been that the public deserves

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<sup>8</sup>See Haw. Rev. Stat. §89C-2.

<sup>9</sup>Haw. Rev. Stat. §78-18.3.

<sup>10</sup>1982 Haw. Sess. Laws Act 129, §34. See also notes 26-27 and accompanying text in Chapter 2.

input into salary discussions of top-level government officials “who have the greatest responsibilities to the public . . . .”<sup>11</sup>

Although judges were included under this provision, in reality, they are neither political appointees nor elected officials who are responsible to the public. In contrast, they are members of an independent judiciary, and as such, they must base their deliberations upon the legal merits of a case before them and must not be guided by popular opinion or the will of the people. Therefore, it could be argued that judges should not be subject to the constraints of section 78-18.3. However, the original intent of the statute was to eliminate the inherent conflict of interest that arises when the salaries of state or county officials who are parties in negotiating the collective bargaining agreements are adjusted based upon those negotiated agreements. Even though judges are not direct parties to collective bargaining negotiations, there is a possibility under some scenario, although admittedly remote, that a collective bargaining dispute could end up in the courts for judicial review.<sup>12</sup>

Accordingly, using collective bargaining negotiated increases to trigger adjustments to judicial salaries faces several impediments. To overcome these, the Legislature would have to revisit the position it took with respect to section 78-18.3, and at a minimum, amend the section to exclude its applicability to judges. Therefore, tying judicial salaries to those of the managerial white-collar officers and employees in the excluded managerial compensation plan may provide a more feasible alternative than collective bargaining negotiated increases, because this would not strictly fall within the prohibitions of section 78-18.3.

The following language is suggested to implement this option:

**§ - Automatic judicial salary increases.** Whenever officers and employees in the excluded managerial compensation plan who have been designated as holding managerial white-collar positions, pursuant to section 77-13.1, receive a general salary increase pursuant to chapter 89C, the salary of each justice and judge shall be increased by an amount, adjusted to the nearest dollar, computed by multiplying the average of the percentage increases in all monthly steps of the managerial white-collar compensation plan by the annual salary of the justice or judge that is being received as provided by law and that is in effect prior to the effective date of the increase for the managerial white-collar positions. The increase for justices and judges shall take effect when the increase for managerial white-collar officers and employees in the excluded managerial compensation plan takes effect and may be retroactive, if consistent with the provisions of the increase for the excluded managerial white-collar officers and employees.

***Option 2.*** *If the tie to other state employees’ pay is unacceptable, the Legislature could enact a statute that provides an automatic salary increase for judges tied to the Consumer Price Index.*

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<sup>11</sup>Id.

<sup>12</sup>See Haw. Rev. Stat. §89-11(c) (if parties have not mutually agreed to submit to final and binding arbitration, either party may take any lawful action deemed necessary to end dispute).

An alternative means of achieving an automatic salary escalator is to tie salary adjustments for judges to increases in an economic index. Three states tie judicial salary increases to the consumer price index and Illinois, the District of Columbia, and the federal system tie judicial salary adjustments to increases in the employment cost index. Although there are a number of indexes available, as discussed in Chapter 4, the consumer price index is a trustworthy and reliable figure published by the United States government and is the traditional indicator of change in the cost-of-living.<sup>13</sup> Use of the consumer price index would ensure regular salary adjustments that, at minimum, would keep pace with the rising cost of living and forestall the decline in judicial purchasing power.

It has been suggested that using the consumer price index to trigger judicial salary adjustments may not be as politically acceptable as relying upon collective bargaining negotiated increases. The crux of the problem appears to be that no other group of employees presently is guaranteed a salary increase. Although new contracts are negotiated for collective bargaining unit employees on a regular basis, any salary increases must be negotiated as part of the contract agreement; such increases are not guaranteed. Excluded employees who, under Chapter 89C, Hawaii Revised Statutes, are permitted pay adjustments tied to collective bargaining agreements for comparable officers and employees also are not guaranteed a salary increase; they receive only whatever the bargaining unit negotiates, and thus, there is no guarantee they will receive anything. Consequently, guaranteeing judges an automatic increase may result in complaints that singling out one group of employees for special treatment is arbitrary and unfair.

Another drawback, from the perspective of whether this mechanism will achieve the goal of ensuring reasonable salary levels, is that tying salary adjustments to the consumer price index will only keep pace with inflation; and thus, if the rate of inflation is low, as it is at present, this mechanism will not provide an adequate substitute for merit or performance increases. If this is a concern, the Legislature could rely upon the consumer price index to ensure regular adjustments that keep pace with inflation, coupled with another mechanism, such as longevity pay or an authoritative compensation commission, to provide additional, reasonable salary increases on a periodic basis. It should be pointed out, however, that charts, prepared by the Judiciary to compare what judicial salaries would look like if salary adjustments were tied to the Consumer Price Index (see **Appendix H**) or to the average negotiated increases for collective bargaining unit 13 (see **Appendix I**), reveal that salary levels would be within close range of one another under either method.

The following language is suggested to implement an automatic salary escalator tied to increases in the consumer price index:

**§ - Annual cost of living adjustment.** Beginning July 1, 1998, and every July 1, thereafter, the compensation provided for in sections 571-8.2, 602-2, 602-52, 603-5, and 604-2.5 shall be adjusted to reflect the percentage of increase in the consumer price index for urban wage earners and clerical workers: Honolulu, (all items), as published by the United States Department of Labor, Bureau of Labor Statistics, from January 1st to December 31st of the previous year. However, no reduction shall be made by way of adjustment on account of any decrease in the consumer price index for Honolulu between two successive calendar years.

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<sup>13</sup>See notes 59-63 in Chapter 4 and accompanying text.

**Option 3.** *The Legislature could enact a statute providing for longevity pay to individual judges, based upon their years of creditable service on the bench.*

A noted commentator has advised that there “is no public advantage to a judicial pension system that encourages early retirement. Rather, the system should provide incentives for judges to remain in public service.”<sup>14</sup> The Bureau concurs with this view and recommends that the Legislature consider awarding individual judges longevity pay, based upon their length of service, as an incentive to remain on the bench. The practice of granting employees additional pay for years of creditable service is a common employment practice meant to reward employees for their service and encourage longevity and loyalty. Extending this practice to judges would encourage them to remain in service, thereby ensuring experienced judges on the bench. It also may provide some partial compensation to career judges for the financial sacrifice required of them in foregoing nearly all other sources of outside earned income.<sup>15</sup>

In addition, longevity pay would reaffirm the value of work performed at each court level and should reduce the insidious pressure on judges who, despite enjoying their work, may feel compelled to apply for appointment to a higher court simply for the increase in salary. Under the present salary structure, judicial salaries are established based upon court level, with judges at each court level making the same as the other judges at that court level, except for the positions of chief justice and chief judge; and the salary established at a particular court level is less than that for the next highest court level. As an illustration, a judge with twenty years experience on district court makes the same as a newly appointed district court judge and makes less than a newly appointed circuit court judge; and a circuit court judge with twenty years experience on circuit court makes the same as a newly appointed circuit court judge and makes less than a newly appointed intermediate appellate court judge. Thus, barring a legislative increase, generally the only way for a sitting judge presently to obtain a higher salary on the bench is to receive an appointment to a higher level court.<sup>16</sup>

It has been suggested that, instead of awarding longevity payments to judges, longevity could be achieved and experienced judges retained simply by making the terms of judicial appointments longer. This suggestion misses the point, however. Unless salaries are increased, a longer term will only lock judges into a longer period at an inadequate salary level. Such tactic may backfire by causing more judges to leave the bench in search of adequate pay and by discouraging qualified attorneys from applying for appointment to the bench. A catch-up salary increase, as history has shown, will only alleviate the problem temporarily and will not achieve the goal of providing incentives for judges to serve longer terms. The solution calls for an objective mechanism to maintain reasonable salary levels. A longevity payment provision is one means of providing reasonable, regular salary adjustments to individual judges.

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<sup>14</sup>Edward B. McConnell, “State Judicial Salaries: A National Perspective,” 61 Journal of State Government 179, 182 (Sept./Oct. 1988).

<sup>15</sup>Judges in Hawaii are permitted to perform marriages for which they receive a nominal fee outside their normal salary.

<sup>16</sup>It is possible to increase one’s salary on the same court level by being appointed the chief judge on the intermediate court of appeals or the chief justice on the supreme court. See Haw. Rev. Stat. §§602-2 and 602-52.

There are several ways in which longevity pay can be awarded. For example, each of the four states providing longevity payments for judges do so using different formulas. Each state's provisions are discussed in more depth in Chapter 3. In general, however, the following provisions apply. The longevity payments are in addition to, and are figured as a percentage of, the annual base salary. Although the actual percentages for determining longevity payments are different in each state, the percentages generally increase (although at varying rates among the states) with the number of years of service, up to a specified cap. With the exception of Nevada's treatment of its supreme court justices, a state's formula applies across the board to all court levels. Typically, a minimum of five years of service is required before the longevity payments kick in; except that, Nevada requires a minimum of seven years of service for its supreme court justices, and Connecticut requires a minimum of ten years of service for all judges.

The Bureau prefers a simple longevity payment formula for ease of implementation. Rhode Island's formula presents the best example of simplicity. In Rhode Island, all judges receive longevity payments of 5% of their base salary after five years, 10% after eleven years, 15% after fifteen years, 17.5% after twenty years, and 20% after twenty-five years.<sup>17</sup> Nevada's formula is also relatively simple. In Nevada, the district court (the general jurisdiction trial court) judges receive an additional 1% of their base salary for each year of service starting at five years of service, and supreme court justices receive an additional 6% of their base salary at seven years, plus an additional 1% for each year thereafter. The longevity payment for judges at both court levels is subject to a maximum of 22% of the base salary.<sup>18</sup>

The Legislature could adopt a longevity payment system based upon a simple formula such as these or could establish a step salary schedule, similar to that offered for discussion purposes by the Judiciary. Under the Judiciary's scenario, each step provides a 4% increase over the previous step, with step movements for the first three steps occurring on the 2nd, 4th, and 6th anniversary of appointment as a permanent judge; and thereafter, step movements occurring on the 3rd anniversary of the award of the currently existing step. Thus, according to this schedule, a judge would receive a 4% longevity increase to base pay after each of two, four, six, nine, twelve, fifteen, eighteen, twenty-one, etc., years on the bench. **Appendices J and K** show how this would affect judicial salaries. **Appendix J** is based upon present pay levels and **Appendix K** reflects pay levels assuming a 15% one-time pay increase is first made to the existing judicial base pay. In addition, **Appendix L** contains the Judiciary's summary of the basic features of this longevity pay step schedule.

The longevity pay step schedule offered by the Judiciary appears to track the step movements, effective as of July 1, 1995, of collective bargaining unit 13 under the 1993-1997 contract agreement. Under this agreement, the minimum years of creditable service required at an existing step, before movement to the next highest step, was two years between steps C (the lowest step), D, and E, respectively, and three years between steps G, H, I, J, and K, respectively.<sup>19</sup> The average percentage increase between steps was approximately 4%. However,

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<sup>17</sup>See note 36 in Chapter 3 and accompanying text.

<sup>18</sup>See notes 32-33 in Chapter 3 and accompanying text.

<sup>19</sup>HGEA-AFSCME, Unit 13 Professional and Scientific 199301997 Contract Agreement at 13.



this step schedule reflects only the minimum number of years of satisfactory creditable service required for movement to the next highest step; it did not guarantee movement to the next step upon reaching this minimum. Upon reaching the minimum number of years, an employee needed a satisfactory job performance evaluation to qualify for movement to the next step. Moreover, because the number of longevity steps and movement between steps within a salary range are subject to collective bargaining negotiations, it is possible that the number of service years required at one step before movement to the next highest step could be increased in the future.<sup>20</sup> The Bureau also would point out that the salary level obtainable at the combination of the highest salary range (SC03) and step (step L), where step movements are spaced every three years apart, is slightly below the salary of a district court judge, whereas the salary levels are considerably below that of a district court judge at salary range SC03 for steps C, D, and E, where step movements are spaced only two years apart. See **Appendix M**. Thus, at the higher salary levels, the steps are set farther apart; whereas, at lower salary levels, the steps are closer together.

In view of these considerations, if the Legislature were to implement this type of longevity pay step schedule, it may be more reasonable to provide for step movements on the third anniversary of appointment as a permanent judge and every three years thereafter (as opposed to every two years for the first six years and every three years thereafter).<sup>21</sup> The Bureau notes that this is generous compared to what other states offer as longevity payments, which, with the exception of Connecticut, roughly averages 1% a year. Furthermore, as noted previously, the other states require judges to serve at least a minimum of five years on the bench before becoming eligible for longevity payments. Finally, it should be pointed out that the longevity payments under a longevity pay step schedule are cumulative; whereas, longevity payments under a simple payment formula, such as exists in Rhode Island, are not cumulative.

The Bureau envisions that any formula or structure for longevity payment would apply across the board to all court levels. Also, given the small differentials between current salaries for the various court levels, it would be difficult to maintain the established relationships between these salaries. Therefore, overlapping of salaries would be inevitable under any longevity pay plan. Thus, a district court judge with several years of experience could make more than a newly appointed circuit court judge and, depending upon number of years on the bench, conceivably could make more than a newly appointed supreme court justice. The Bureau believes that this scenario is reasonable and appropriate, if the intent is to reward experience and encourage longevity. Moreover, the Bureau considers that the substantial salary increases at the higher court levels that would be required to avoid this overlapping are unwarranted, especially given the present need to first raise the base salary level of all Hawaii judges. Therefore, if a sitting judge were appointed to a higher court, the salary transition would be from the currently existing pay level to the lowest level at the higher court that exceeds the current pay level. Furthermore, if a

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<sup>20</sup>See Haw. Rev. Stat. §89-9(a).

<sup>21</sup>The Bureau notes one caveat to this recommendation. If the Legislature intends to award longevity payments in lieu of, as opposed to in addition to, any periodic, across the board salary adjustment (which course of action the Bureau does not recommend), then the Bureau would concur with more frequent step movements.

longevity pay provision were to be implemented, sitting judges should automatically move to the pay level at the appropriate court that is reflective of their total years on the bench as of the provision's effective date.<sup>22</sup> Also, because longevity payments are determined as a percentage of base salary, if judicial base salaries are adjusted, longevity payments would be adjusted automatically to reflect the most current judicial base pay amount.

The following alternatives are suggested to implement a longevity payment system:

**ALTERNATIVE 1:** (\*Alternative Preferred by the Legislative Reference Bureau)

**§ - Longevity payments for judges; bonus.** (a) Beginning July 1, 1998, and each July 1st thereafter, each justice and judge shall receive as longevity pay an annual amount as follows:

- (1) Five per cent of the person's annual base salary after five years of service;
- (2) Ten per cent of the person's annual base salary after ten years of service;
- (3) Fifteen per cent of the person's annual base salary after fifteen years of service;
- (4) Seventeen and one-half per cent of the person's annual base salary after twenty years of service; and
- (5) Twenty per cent of the person's annual base salary after twenty-five years of service.

(b) For purposes of this section, the term "service" means sitting as a permanently appointed judge or justice on any state court including any combination of court levels.

**ALTERNATIVE 2:**

**§ - Longevity pay steps for judges; salary increase.** (a) Beginning July 1, 1998, and each July 1st thereafter, each justice and judge shall receive a longevity pay step salary increase in an amount equal to four per cent of the person's base pay after each of the following increments of service:

- (1) Three years of service;
- (2) Six years of service;
- (3) Nine years of service;
- (4) Twelve years of service;
- (5) Fifteen years of service;
- (6) Eighteen years of service;
- (7) Twenty-one years of service;
- (8) Twenty-four years of service;
- (9) Twenty-seven years of service; and
- (10) Thirty years of service.

(b) For purposes of this section, the term "service" means sitting as a permanently appointed judge or justice on any state court including any combination of court levels.

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<sup>22</sup>However, there should be no retroactive payments for sitting judges.

**OPTION 4.** *The Legislature could amend the statute relating to the Judicial Salary Commission to:*

- (A) Provide that the Commission's recommendations are determinative, unless affirmatively rejected by the Legislature;
- (B) Require the Commission to consider mandatory criteria in its decision-making; and
- (C) Change the Commission's composition.

Another objective means of obtaining reasonable, periodic judicial salary adjustments could be achieved by granting the Judicial Salary Commission more authority in determining judicial salaries. As discussed in Chapter 3, eight states have authoritative salary commissions whose recommendations become law, unless affirmatively rejected by a majority of both chambers of the Legislature, and the recommendations of the Washington State Citizens' Commission become law automatically, without any action on the part of the Legislature.

The Bureau notes that precedence for such a change in Hawaii's Judicial Salary Commission already exists in the operation of the Hawaii Commission on Legislative Salary. The Hawaii Constitution provides that the recommendations of the Commission on Legislative Salary become effective as provided in its recommendation, unless the Legislature disapproves the recommendation by adoption of a concurrent resolution prior to adjournment sine die of the legislative session in which the recommendation is submitted, or the Governor may disapprove the recommendation by a message of disapproval transmitted to the Legislature prior to adjournment.<sup>23</sup>

The Bureau would recommend the Legislature give similar authority to the Judicial Salary Commission. However, in order to remove the issue of judicial salaries from the political arena as much as possible, without going so far as to recommend the Washington model, the Bureau would propose inclusion of the following provisions: make the Commission's recommendations effective automatically, unless the Legislature rejects or modifies the recommendations by a two-thirds vote of each house in joint session; and allow only a short window of time (such as that provided in several states,<sup>24</sup>) as opposed to the entire session, during which the Legislature could reject or modify the Commission's recommendations.

In addition, the Bureau recommends that the Legislature consider adopting mandatory criteria to guide the Judicial Salary Commission in its decision making. A few states have articulated such criteria to guide their compensation commissions.<sup>25</sup> Interestingly, under the

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<sup>23</sup>Haw. Const. art. III, §9 (change in salary does not apply to the Legislature to which the commission's recommendation was submitted).

<sup>24</sup>For example, in Delaware, Illinois, and Rhode Island, the compensation commission recommendations become effective after only 30 days, unless modified or rejected. *See notes 53, 56 and 68 in Chapter 3 and accompanying text.*

<sup>25</sup>*See note 40 in Chapter 3 and accompanying text.*

*Hawaii Revised Statutes*, arbitration panels in arbitration cases involving collective bargaining units 11 and 12 are required to consider similar factors and include an explanation, in the panel's written opinion, of how these factors were taken into account in the panel's decision making. Accordingly, the Bureau suggests the following factors be included in this mandatory criteria:

- Skill and experience required of the particular court level;
- The overall compensation package presently received by judges, including direct wage compensation, vacation, holidays and excused time, insurance, pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received;
- Opportunity for other earned income;
- Changes in the consumer price index;
- The average percentage of negotiated salary increases received by members of collective bargaining unit 13 and the average percentage of salary increases for officers and employees in the excluded managerial compensation plan under section 77-13.1, *Hawaii Revised Statutes*, since the last Judicial Salary Commission report;
- The value of compensable services performed by judges, as determined by reference to judicial compensation packages in other states and the federal government;
- Comparison of judicial compensation packages with those of local attorneys in the private sector;
- Comparison of wages, hours, and conditions of employment of judges with the wages, hours, and conditions of employment of persons performing comparable work for the State or county;
- Interests and welfare of the public; and
- Present and future general economic condition of the State.

Furthermore, in view of the foregoing, the Bureau suggests that the composition of the Commission be modified to ensure that Commission members have the background and expertise necessary to interpret and apply this criteria appropriately. Accordingly, the Bureau recommends the Legislature make the following changes to the Judicial Salary Commission membership:

- Increase the number of members from five to nine, with two selected by the Governor, two by the Chief Justice, and the remaining five selected jointly by the Speaker of the House of Representatives and the President of the Senate;
- Require the Governor and Chief Justice to appoint persons with knowledge of compensation benefits and practices and financial matters;
- Require that, of the five members appointed jointly by the Speaker of the House of Representatives and the President of the Senate, one should represent each of the following five sectors of the State: institutions of higher education, business, professional personnel management, legal profession, and organized labor.

The Bureau considers all of these provisions necessary to enable the Commission to set reasonable levels of compensation on a regular basis. Any watering down of these provisions may make it impossible for the Commission to achieve this goal.

The following language is suggested to implement this option:

**§608-1.5 Judicial salary commission.** (a) There shall be a judicial salary commission to review and recommend salaries of justices and judges of all state courts and appointed judiciary administrative officers. The commission shall be composed of [five] nine members, two to be appointed by the governor, [one] five jointly by the president of the senate[, one by] and the speaker of the house[,] of representatives, and [one] two by the chief justice. The governor and the chief justice shall each appoint one member who has knowledge of compensation benefits and practices and one member who has knowledge of financial matters. Of the five members appointed by the president of the senate and the speaker of the house of representatives, one member shall represent each of the following: institutions of higher education, business, professional personnel management, legal profession, and organized labor. Members shall be appointed for terms of four years each. Members shall not receive compensation for their services, but shall be reimbursed for traveling and other expenses incidental to the performance of commission duties. For administrative purposes only, the commission shall be attached to the judicial council.

(b) The commission shall consider the following factors in carrying out its responsibilities:

- (1) Skill and experience required of the particular court level;
- (2) The overall compensation package presently received by judges, including direct wage compensation, vacation, holidays and excused time, insurance, pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received;
- (3) Opportunity for other earned income;
- (4) Changes in the consumer price index;
- (5) The average percentage of negotiated salary increases received by members of collective bargaining unit 13 and the average percentage of salary increases received by managerial white-collar officers and employees in the excluded managerial compensation plan under section 77-13.1, since the last judicial salary commission report;



SUMMARY AND RECOMMENDATIONS

- (6) The value of compensable services performed by judges, as determined by reference to judicial compensation packages in other states and the federal government;
- (7) Comparison of judicial compensation packages with those of local attorneys in the private sector;
- (8) Comparison of wages, hours, and conditions of employment of judges with the wages, hours, and conditions of employment of persons performing comparable work for the State or county;
- (9) Interests and welfare of the public;
- (10) Present and future general economic condition of the State; and
- (11) Other factors normally or traditionally taken into consideration in the determination of compensation.

(c) By October 15 of each year preceding a fiscal biennium, the commission shall submit its recommendations in a report to the legislature, with copies to be submitted to the governor and chief justice. [At the next regular legislative session, the amounts recommended by the commission shall be submitted by the chief justice as part of the judiciary's proposed budget pursuant to the budgetary procedures specified in chapter 37 and section 601-2(c).] The salary amounts recommended by the commission shall become effective on July 1 of the following year, unless, at the regular legislative session following the submittal of the commission's recommendation, the legislature disapproves or modifies the recommendation, by a concurrent resolution adopted by a two-thirds vote of each house in joint session, within thirty days after the legislature convenes. The legislature shall appropriate the salary amount recommended, or as modified, as part of the judiciary's budget. Salary amounts in the budget as enacted shall take precedence over any inconsistent statutes.

3. *Recommendation 3: The Legislature should consider increasing the minimum number of years of service and age requirements for a judge to obtain full retirement benefits.*

As discussed in Chapter 4, the conventional wisdom insists that compensation is a significant factor in retaining experienced judges, who, on the whole, perform at a higher level by virtue of their experience. Such wisdom further holds that having experienced judges who make a career on the bench is not only consistent with but enhances the principle of judicial independence. Chief Justice Moon and others, expressing concern over the continuing loss of experienced judges from the bench, have urged pay raises for Hawaii's judges. However, as noted previously, Governor Cayetano has warned that a judicial pay increase without a concomitant adjustment to retirement benefits will only provide judges with a greater incentive to leave the bench.<sup>26</sup>

Although the issue of whether retirement benefits should be adjusted is beyond the scope of this particular study, to the extent that the issue impacts the retention of experienced judges, the Bureau feels compelled to comment. After reviewing the other states' vesting requirements to obtain full retirement benefits (see Chapter 4), the Bureau concedes that Hawaii's minimum requirement of ten years of service for judges younger than age 55 or five years of service for

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<sup>26</sup>Benjamin J. Cayetano, Governor of Hawaii, Statement of Objections to House Bill No. 1393, Regular Session of 1997 (June 20, 1997).

judges age 55 or older is fairly generous in comparison to most states.<sup>27</sup> It is also generous compared to the vesting requirements for many other Hawaii public employees.<sup>28</sup> Thus, an increase in the required minimum number of years of service or of age to vest for full benefits may be reasonable. The Legislature could consider changing the vesting requirements for judges to achieve a balance between age and service requirements, with the number of years of service requirements descending as age increases. As an example, full vesting could be achieved after: age 55 with at least twenty-five years of service; age 60 with at least fifteen years of service; or at age 65 with at least five years of service. Another alternative would be to impose vesting requirements similar to those of class C members of the employees retirement system: members must have a minimum of ten years of credited service and have attained age 62 or have thirty years of credited service and have attained age 55. As the discussion in Chapter 4 reveals, any number of other options combining higher years of service and age for vesting are available from which the Legislature may choose.

With respect to Hawaii's actual retirement benefits, however, a comparison, albeit superficial, of these benefits with those of other states did not reveal that Hawaii's benefits are outrageously out of line with those offered elsewhere. Moreover, the Bureau submits that any reduction in actual retirement benefits may discourage qualified applicants from seeking the bench and may encourage sitting judges to return to the private sector and its offer of higher salaries to ensure that they and their families are provided for adequately. Accordingly, the Bureau would counsel that any steps toward adjusting judicial retirement benefits should be preceded by a comprehensive review of retirement benefits by qualified benefits specialists.

## Conclusion

The present system for considering judicial salary increases in Hawaii does not work. It has resulted in sporadic, lump sum funding of judicial salaries that has failed to maintain reasonable salary levels. The denial of a judicial pay increase for nearly eight years has produced judicial salaries that are significantly under par. Moreover, the increasing cost of living in Hawaii has seriously eroded judicial buying power, resulting in financial distractions that threaten the exercise of independent and dispassionate judgment. The principle of judicial independence, which demands that the judiciary be free from outside pressures and influences, requires that there be an objective mechanism that removes the issue of judicial salaries from the political arena and that ensures reasonable increases are made to judicial salaries on a regular basis. Furthermore, judicial excellence cannot be preserved unless compensation levels are sufficient to attract qualified applicants to, and ensure qualified sitting judges remain on, the bench. The Bureau would reiterate that determining an appropriate level of judicial compensation is a complex task, involving a myriad of factors. The mechanisms discussed in this Chapter are intended to provide an objective means of making reasonable judicial salary adjustments on a regular basis. However, because the

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<sup>27</sup>See Haw. Rev. Stat. §88-73. These vesting requirements also apply to elective officers, the chief clerks and assistant clerks, and sergeant at arms and assistant sergeant at arms of either house of the Legislature.

<sup>28</sup>See, for example, the vesting requirements of class C members who must have ten years of credited service and have attained age 62 or have thirty years of credited service and have attained age 55. Haw. Rev. Stat. §88-281.

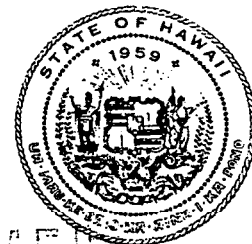
focus of each mechanism is different, implementation of no one mechanism, alone, is guaranteed to meet this goal adequately. Accordingly, it may be advisable to implement more than one of these mechanism, such as: longevity pay, to reward sitting judges and encourage them to remain on the bench, combined with either a salary escalator tied to the Consumer Price Index, to ensure all judicial salaries keep pace with inflation, or an authoritative Judicial Salary Commission, to review salaries periodically, to ensure salary levels are maintained at a reasonable level.

## Appendix A

The Senate  
The Nineteenth Legislature  
of the  
State of Hawaii

STATE CAPITOL  
HONOLULU, HAWAII 96813

May 6, 1997



RECEIVED  
MAY 6 1997  
LEGISLATIVE  
REFERENCE BUREAU

Mr. Wendell Kimura, Director  
Office of the Legislative Reference Bureau  
State Capitol  
Honolulu, Hawaii 96813

Dear Mr. Kimura:

I have the honor to transmit herewith Senate  
Concurrent Resolution No. 2, S.Q. 1, which was  
adopted on April 10, 1997 by the Senate of the  
Nineteenth Legislature of the State of Hawaii,  
Regular Session of 1997.

Sincerely yours,

PAUL T. KAWAGUCHI  
Clerk of the Senate

Enclosure

NORMAN MIZUGUCHI  
PRESIDENT

ANDREW LEVIN  
VICE PRESIDENT

LES IHARA, JR.  
MIKE MCCARTNEY  
MAJORITY LEADERS

WHITNEY ANDERSON  
MINORITY LEADER

FIRST DISTRICT  
MALAMA SOLOMON

SECOND DISTRICT  
WAYNE METCALF

THIRD DISTRICT  
ANDREW LEVIN

FOURTH DISTRICT  
ROSALYN H. BAKER

FIFTH DISTRICT  
JOE TANAKA

SIXTH DISTRICT  
AVERY CHUMBLEY

SEVENTH DISTRICT  
LEHUA FERNANDES SALLING

EIGHTH DISTRICT  
SAM SLOW

NINTH DISTRICT  
MATT MATSUNAGA

TENTH DISTRICT  
LES IHARA, JR.

ELEVENTH DISTRICT  
BRIAN TANIGUCHI

TWELFTH DISTRICT  
CAROL FUKUNAGA

THIRTEENTH DISTRICT  
ROD TAM

FOURTEENTH DISTRICT  
SUZANNE CHUN OAKLAND

FIFTEENTH DISTRICT  
NORMAN MIZUGUCHI

SIXTEENTH DISTRICT  
NORMAN SAKAMOTO

SEVENTEENTH DISTRICT  
DAVID IGE

EIGHTEENTH DISTRICT  
RANDY IWASE

NINETEENTH DISTRICT  
CALVIN KAWAMOTO

TWENTIETH DISTRICT  
BRIAN KANNO

TWENTY-FIRST DISTRICT  
JAMES AKI

TWENTY-SECOND DISTRICT  
ROBERT BUNDA

TWENTY-THIRD DISTRICT  
MIKE MCCARTNEY

TWENTY-FOURTH DISTRICT  
MARSHALL IGE

TWENTY-FIFTH DISTRICT  
WHITNEY T. ANDERSON

CHIEF CLERK  
PAUL T. KAWAGUCHI

# SENATE CONCURRENT RESOLUTION

REQUESTING A STUDY TO ASSIST THE LEGISLATURE IN ESTABLISHING AN  
APPROPRIATE SALARY STRUCTURE AND PAY INCREMENTS FOR LENGTH  
OF CONTINUOUS CREDITABLE JUDICIAL SERVICE TO THE STATE.

1 WHEREAS, there is a paramount need to ensure that the most  
2 highly qualified individuals are willing and able to serve in  
3 the State's judicial branch without unreasonable economic  
4 hardship; and

5  
6 WHEREAS, the relationship between judicial compensation  
7 and judicial retention is simple and direct; and

8  
9 WHEREAS, insufficient compensation creates the risk that  
10 judges will leave the bench, depriving the public of the  
11 significant value of their experience; and

12  
13 WHEREAS, judicial salaries and benefits must be such that,  
14 when combined with other relevant factors such as the prestige  
15 and honor of public service, the total compensation of a  
16 judicial position is comparable to that offered by other career  
17 opportunities in the legal profession; and

18  
19 WHEREAS, the salary structure for judges and justices  
20 should be based on realistic, objective standards and the  
21 salary range at each court level should encourage the best and  
22 brightest at all levels of the court system to remain on the  
23 bench for long periods; and

24  
25 WHEREAS, the Judicial Salary Commission of the State of  
26 Hawai'i was established by the Legislature in Act 271, Session  
27 Laws of Hawaii 1989, to review and recommend salaries of  
28 justices and judges of all state courts and appointed judiciary  
29 administrative officers;

30  
31 WHEREAS, the Judicial Salary Commission submitted reports  
32 to the respective legislatures during the 1992, 1994, 1995, and  
33 1996 legislative sessions, citing in each report concerns  
34 related to the eroding effects of inflation on judicial  
35 salaries and suggesting annual judicial salary increases to  
36 reflect increased costs of living, among other factors; and



1 WHEREAS, each report to the Legislature of the Judicial  
2 Salary Commission included data justifying salary increases for  
3 Hawaii's judges and justices to levels commensurate with the  
4 responsibilities, legal experience, and qualifications required  
5 to fulfill the constitutional and statutory mandates of  
6 Hawaii's laws; and

7  
8 WHEREAS, adequate judicial compensation for Hawaii's  
9 judges and justices affects every resident of the State, as  
10 stated by the American Bar Association in A Handbook on State  
11 Judicial Salaries, "...there is clearly a direct relationship  
12 between the level of judicial salaries, the competence of  
13 judges, and the quality of our justice system.."; and

14  
15 WHEREAS, as indicated in the American Bar Association's  
16 Standards for Judicial Compensation, "Fair and adequate  
17 compensation for all state court judges clearly is in the  
18 public interest, since an able and independent judiciary is at  
19 the heart of the democratic process."; and

20  
21 WHEREAS, without an objective, statutorily established  
22 mechanism that ensures fair and adequate judicial compensation,  
23 for all state judges and justices, judges are drawn into the  
24 potentially compromising and perpetual task of lobbying each  
25 legislature for increases in judicial salaries and improvements  
26 in benefits; and

27  
28 WHEREAS, lobbying of the Legislature by members of the  
29 judiciary for judicial salary increases is inconsistent with  
30 the traditional role of the courts as an independent and  
31 separate branch of government; and

32  
33 WHEREAS, the Judiciary's political neutrality and  
34 independence, in fact and in appearance, is fundamental to  
35 public support of the justice system; and

36  
37 WHEREAS, eight states have judicial salary increases  
38 indexed to changes in cost-of-living measures, such as the  
39 consumer price index, and four states have judicial salary  
40 increases tied to increases in compensation for other state  
41 civil service employees; and  
42

1 WHEREAS, it is incumbent on the whole government to  
2 maintain the highest level of public confidence in the State's  
3 judicial branch through highly qualified applicant pools,  
4 lengthy judicial tenures, and judicial independence; now,  
5 therefore,

6  
7 BE IT RESOLVED by the Senate of the Nineteenth Legislature  
8 of the State of Hawaii, Regular Session of 1997, the House of  
9 Representatives concurring, that the Legislative Reference  
10 Bureau conduct a study and make recommendations on an  
11 appropriate salary structure for all state justices and judges,  
12 including pay supplements by increments for length of  
13 continuous creditable service in the state judiciary; and  
14

15 BE IT FURTHER RESOLVED that the study include the  
16 feasibility of indexing judicial salary increases to the  
17 consumer price index or increases in compensation for other  
18 state civil service employees; and  
19

20 BE IT FURTHER RESOLVED that the Legislative Reference  
21 Bureau consult with the Judicial Salary Commission to obtain  
22 relevant information; and  
23

24 BE IT FURTHER RESOLVED that a report including findings  
25 and recommendations of the Legislative Reference Bureau, be  
26 submitted to the Legislature not later than sixty days prior to  
27 the convening of the 1998 Regular Session; and  
28

29 BE IT FURTHER RESOLVED that certified copies of this  
30 Concurrent Resolution be transmitted to the Director of the  
31 Legislative Reference Bureau, the members of the Judicial  
32 Salary Commission, and the Chief Justice of the Hawaii Supreme  
33 Court.

I hereby certify that the foregoing is a true  
and correct copy of Senate Concurrent Resolution  
No. SCR 2, SD1 was duly adopted by the Senate  
of the State of Hawaii on April 10, 1997,  
with the concurrence of the House of Represen-  
tatives.

Dated: May 6, 1997

*Carol T. Langrich*  
Assistant Clerk of the Senate

## Appendix B

### Section 78-18.3, Hawaii Revised Statutes

**[§78-18.3] Prohibition on certain increases in salaries for certain state and county officers or employees.** Any law to the contrary notwithstanding, neither the State nor any of the counties shall provide or pay to the following state or county officers or employees any adjustment or increase in the officer's or employee's respective salary or compensation where such adjustment or increase constitutes a mandatory adjustment or increase which is, directly or indirectly, dependent upon and related to negotiated salary adjustments or increases received under collective bargaining agreements by civil service or other public employees covered by collective bargaining: any elected or appointed officer or employee in the executive and judicial branches of state government and the executive branch of any county government (1) whose salary or compensation is fixed, limited, or otherwise specified by statute, ordinance, or other legislative enactment whether or not in express dollar amounts or express dollar amount ceilings; (2) who is not subject to chapters 76 and 77; and (3) who is excluded from collective bargaining and not subject to chapter 89C. [L 1982, c 129, pt of §34A; gen ch 1985]

## **Appendix C**

STATEWIDE INTEGRATED COMPENSATION  
STRUCTURE PROPOSED IN THE  
REPORT OF  
PUBLIC OFFICERS AND EMPLOYEES COMPENSATION REVIEW COMMISSION  
PRESENTED TO THE 12th HAWAII STATE LEGISLATURE  
February 28, 1983

Table II

PROPOSED HAWAII STATE INTEGRATED SALARY SYSTEM

<u>Grade</u>	<u>Job Title</u>	<u>Salary Range</u>
I	Agriculture Coordinating Committee - Special Assistant	\$26,400-32,600
II	*Marine Affairs Coordinator	30,400-35,600
III	Federal Programs Coordinator (not an active position) Broadcast Authority - Executive Director Credit Unions - Deputy (not an active position) Ethics Commission - Executive Director *Children & Youth - Director	34,400-42,600
IV	Bandmaster (City & County) Director of Municipal Reference & Records Center (C & C) Director of Information and Complaint (City & County) Stadium Authority - Manager Office of Aging - Director Paroling Authority - Chairman Consumer Protection - Director Insurance Commissioner District Superintendent (DOE)	40,400-48,600
V	Hawaii Housing Authority - Executive Director Labor & Industrial Relations Appeals Board - Chairman Office of Collective Bargaining - Chief Negotiator HPERB - Chairman Public Utilities Commission - Chairman Assistant Superintendent (DOE) Deputy Department Heads (Neighbor Islands) *Ombudsman	43,400-52,600
VI	Deputy Department Heads (City & County) Department Heads (Neighbor Islands) Deputy City Clerk (City & County) Deputy Director of Council Services (City & County) Corporation Counsel, First Deputy (City & County) Prosecuting Attorney, First Deputy (City & County)	48,400-56,600



<u>Grade</u>	<u>Job Title</u>	<u>Salary Range</u>
VII	Deputy Department Heads Department Heads (City & County) Managing Director (Neighbor Islands) City Clerk (City & County) Director of Council Services (City & County) Deputy Superintendent of Schools Public Defender Deputy Administrative Director (Judiciary) Corporation Counsel (City & County) Prosecuting Attorney (City & County) Legislative Reference Bureau - Director Legislative Auditor (State) District Court Family Judge District Court Judge Deputy Managing Director (City & County) Assistant Adjutant General (Army) (\$61,778) Assistant Adjutant General (Air) (\$64,666)	\$50,400-60,600
VIII	Department Heads (State) Superintendent of Schools Administrative Director (Judiciary) Adjutant General (\$72,578)	56,400-65,600
IX	Managing Director (City & County) Mayor (Neighbor Islands) Circuit Court Judge Administrative Director of the State Associate Judge, Intermediate Court of Appeals	60,400-72,600
X	Mayor (City & County) Chief Judge, Intermediate Court of Appeals Associate Justice	70,400-84,600
XI	*Lt. Governor Chief Justice President, University of Hawaii	74,400-86,600
XII		78,400-92,600
XIII	Governor	89,400-106,600

# Appendix D.1

## NORMALIZED JUDICIAL SALARY COMPARISON, 1996: HIGHEST COURT

Actual Salary - July, 1996 *			Normalized Salary **		
Rank	State	Amount	Rank	State	P.C.P.I. ***
1	New Jersey	\$132,250	1	Alabama	\$152,391
2	California	131,065	2	Arkansas	141,986
3	Illinois	126,579	3	California	136,832
4	New York	125,000	4	Mississippi	135,879
5	Pennsylvania	119,750	5	Utah	133,715
6	Michigan	118,758	6	Georgia	133,621
7	Florida	116,244	7	South Carolina	132,243
8	Alabama	115,695	8	Louisiana	128,374
9	Georgia	114,932	9	Pennsylvania	127,255
10	Delaware	113,700	10	Tennessee	127,085
11	Connecticut	113,042	11	Illinois	126,451
12	Alaska	109,908	12	Florida	125,486
13	Washington	109,880	13	Kentucky	125,066
14	Massachusetts	107,730	14	Michigan	124,744
15	Rhode Island	107,535	15	Arizona	122,509
16	Virginia	107,373	16	Indiana	122,103
17	Missouri	105,717	17	Missouri	120,924
18	Indiana	105,000	18	Oklahoma	119,520
19	Tennessee	104,676	19	Iowa	118,439
20	Ohio	104,200	20	West Virginia	117,373
21	Maryland	104,100	21	Ohio	117,056
22	Arizona	101,130	22	Delaware	116,594
23	Wisconsin	100,690	23	New York	115,460
24	Iowa	100,600	24	North Carolina	115,262
25	South Carolina	100,436	25	Washington	114,988
26	Arkansas	100,035	26	New Mexico	114,636
27	Utah	98,500	27	Rhode Island	114,123
28	Louisiana	97,700	28	Wisconsin	114,056
29	North Carolina	96,000	29	Texas	113,409
30	New Hampshire	95,623	30	New Jersey	113,369
31	Nebraska	94,891	31	Virginia	112,565
32	Texas	94,686	32	Alaska	112,435
33	Minnesota	94,395	33	Nebraska	108,161
34	Kentucky	94,095	34	Idaho	106,767
35	HAWAII	93,780	35	Maine	106,056
36	Kansas	93,226	36	Kansas	105,669
37	Colorado	91,000	37	North Dakota	102,658
38	Mississippi	90,800	38	Oregon	101,975
39	Oregon	89,600	39	Minnesota	101,010
40	Maine	88,003	40	Maryland	99,326
41	Oklahoma	87,700	41	Massachusetts	96,727
42	Nevada	85,000	42	Wyoming	98,622
43	Wyoming	85,000	43	South Dakota	96,979
44	West Virginia	85,000	44	Colorado	96,002
45	New Mexico	83,593	45	Vermont	94,605
46	Idaho	83,142	46	New Hampshire	94,053
47	Vermont	80,031	47	HAWAII	93,780
48	North Dakota	77,448	48	Connecticut	92,282
49	South Dakota	76,466	49	Montana	92,187
50	Montana	66,674	50	Nevada	84,065

\* National Center for State Courts, "State Court Report," July 1996.

\*\* Normalized Salary = [(P.C.P.I. Hawaii)/(P.C.P.I. State \* A)]x(Salary State \* A).

\*\*\* P.C.P.I. is Per Capita Personal Income. Source: United States Department of Commerce, Bureau of Economic Analysis, "Per Capita Personal Income by State, 1989-1995," May 15, 1996.

MEDIAN	\$100,236	\$114,762
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Source: From the Hawaii Judicial Salary Commission's Report on Judicial Salaries (Honolulu: October 1996).

## Appendix D.2

### NORMALIZED JUDICIAL SALARY COMPARISON, 1996: INTERMEDIATE APPELLATE COURTS

Actual Salary - July, 1996 *			Normalized Salary **			
Rank	State	Amount	Rank	State	Amount	P.C.P.I. * -
1	New Jersey	\$124,200	1	Alabama	\$150,969	\$18,781
2	California	122,993	2	Arkansas	137,496	17,429
3	Illinois	119,133	3	Georgia	132,773	21,278
4	New York	119,000	4	California	128,281	23,699
5	Pennsylvania	116,000	5	Utah	127,674	18,223
6	Alabama	114,615	6	Mississippi	125,703	16,531
7	Georgia	114,203	7	South Carolina	125,632	18,788
8	Michigan	114,007	8	Pennsylvania	123,270	23,279
9	Florida	110,432	9	Louisiana	121,542	18,827
10	Connecticut	105,111	10	Tennessee	121,170	20,376
11	Washington	104,448	11	Kentucky	119,960	18,612
12	Alaska	103,824	12	Michigan	119,753	23,551
13	Virginia	102,004	13	Arizona	119,592	20,421
14	Tennessee	99,804	14	Florida	119,212	22,916
15	Massachusetts	99,690	15	Illinois	119,013	24,763
16	Missouri	98,727	16	Iowa	113,848	21,012
17	Arizona	96,722	17	Missouri	112,929	21,627
18	Maryland	97,300	18	Texas	112,211	20,654
19	Ohio	97,050	19	Oklahoma	111,070	18,152
20	Arkansas	96,872	20	Indiana	110,474	21,273
21	Iowa	96,700	21	North Carolina	110,459	20,604
22	South Carolina	96,415	22	New York	109,918	26,782
23	Indiana	95,000	23	Washington	109,304	23,639
24	Wisconsin	94,804	24	Ohio	109,024	22,021
25	Utah	94,050	25	New Mexico	108,807	18,055
26	Texas	93,686	26	Wisconsin	107,389	21,839
27	Louisiana	92,500	27	Virginia	106,936	23,597
28	North Carolina	92,000	28	New Jersey	106,468	28,868
29	Kentucky	90,254	29	Alaska	106,211	24,182
30	Kansas	89,898	30	Idaho	105,483	19,264
31	HAWAII	89,780	31	Kansas	101,897	21,825
32	Minnesota	88,945	32	Oregon	99,699	21,736
33	Oregon	87,600	33	Nebraska	95,461	21,703
34	Colorado	86,500	34	Minnesota	95,178	23,118
35	Mississippi	84,000	35	Maryland	92,838	25,927
36	Nebraska	83,749	36	Massachusetts	91,358	26,994
37	Idaho	82,142	37	Colorado	91,255	23,449
38	Oklahoma	81,500	38	HAWAII	89,780	24,738
39	New Mexico	79,413	39	Connecticut	85,808	30,303
40	Delaware	0	40	New Hampshire	0	25,151
41	Maine	0	41	Nevada	0	25,013
42	Montana	0	42	Delaware	0	24,124
43	Nevada	0	43	Rhode Island	0	23,310
44	New Hampshire	0	44	Wyoming	0	21,321
45	North Dakota	0	45	Vermont	0	20,927
46	Rhode Island	0	46	Maine	0	20,527
47	South Dakota	0	47	South Dakota	0	19,506
48	Vermont	0	48	North Dakota	0	18,663
49	West Virginia	0	49	Montana	0	18,482
50	Wyoming	0	50	West Virginia	0	17,915

\* National Center for State Courts, "State Court Report," July 1996.

\*\* Normalized Salary = [(P.C.P.I. Hawaii)/(P.C.P.I. State "A")](Salary State "A").

\*\*\* P.C.P.I. is Per Capita Personal Income. Source: United States Department of Commerce, Bureau of Economic Analysis  
"Per Capita Personal Income by State, 1989-1995," May 15, 1996.

MEDIAN	96872	110474
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Source: From the Hawaii Judicial Salary Commission's Report on Judicial Salaries (Honolulu: October 1996).

# Appendix D.3

## NORMALIZED JUDICIAL SALARY COMPARISON, 1996: TRIAL COURTS

Actual Salary - July, 1996 *			Normalized Salary **			
Rank	State	Amount	Rank	State	Amount	P.C.P.I. ***
1	New Jersey	\$115,000	1	Arkansas	\$132,997	\$17,429
2	New York	113,000	2	South Carolina	125,632	18,788
3	Illinois	109,321	3	Utah	121,565	18,223
4	Delaware	108,100	4	Mississippi	121,513	16,531
6	California	107,390	5	Arizona	116,675	20,421
6	Michigan	104,863	6	Tennessee	115,939	20,376
7	Florida	104,619	7	Kentucky	114,855	18,612
8	Pennsylvania	104,000	8	Louisiana	114,709	18,827
9	Alaska	101,628	9	Florida	112,937	22,916
10	Connecticut	100,411	10	California	112,098	23,699
11	Virginia	99,678	11	Texas	111,013	20,654
12	Washington	99,015	12	Delaware	110,851	24,124
13	Rhode Island	96,817	13	Pennsylvania	110,518	23,279
14	Arizona	96,314	14	West Virginia	110,468	17,915
15	Massachusetts	95,710	15	Michigan	110,148	23,551
16	Tennessee	95,496	16	Illinois	109,211	24,763
17	South Carolina	95,415	17	Iowa	108,314	21,012
18	Arkansas	93,702	18	Alabama	106,185	18,781
19	Maryland	93,600	19	Missouri	104,620	21,627
20	Texas	92,686	20	Virginia	104,498	23,597
21	Iowa	92,000	21	North Carolina	104,456	20,604
22	Missouri	91,463	22	New York	104,376	26,782
23	Wisconsin	90,661	23	Alaska	103,965	24,182
24	New Hampshire	89,646	24	Washington	103,618	23,639
25	Utah	89,550	25	New Mexico	103,368	18,055
26	Nebraska	87,775	26	Rhode Island	102,748	23,310
27	Louisiana	87,300	27	Wisconsin	102,696	21,839
28	North Carolina	87,000	28	Oklahoma	102,212	18,152
29	HAWAII	86,780	29	Maine	100,299	20,527
30	Kentucky	86,413	30	Idaho	100,069	19,264
31	Indiana	85,000	31	Nebraska	100,050	21,703
32	Minnesota	83,494	32	Indiana	98,846	21,273
33	Maine	83,226	33	New Jersey	98,582	28,858
34	Georgia	82,488	34	Georgia	95,901	21,278
35	Colorado	82,000	35	North Dakota	94,737	18,663
36	Oregon	81,6730	36	Oregon	92,870	21,736
37	Mississippi	81,200	37	Kansas	91,863	21,825
38	Kansas	81,046	38	South Dakota	90,568	19,506
39	Alabama	80,615	39	Montana	90,366	18,482
40	West Virginia	80,000	40	Vermont	89,865	20,927
41	Nevada	79,000	41	Minnesota	89,345	23,118
42	Ohio	78,450	42	Wyoming	89,340	21,321
43	Idaho	77,926	43	Maryland	89,308	25,927
44	Wyoming	77,000	44	New Hampshire	86,174	25,151
45	Vermont	76,021	45	Ohio	88,129	22,021
46	New Mexico	75,443	46	Massachusetts	87,711	26,994
47	Oklahoma	75,000	47	HAWAII	86,780	24,738
48	North Dakota	71,472	48	Colorado	86,508	23,449
49	South Dakota	71,413	49	Connecticut	81,971	30,305
50	Montana	67,513	50	Nevada	78,131	25,013

\* National Center for State Courts, "State Court Report," July, 1996.

\*\* Normalized Salary = [(P.C.P.I. Hawaii)/(P.C.P.I. State | AJ)]x(Sahy State -A=).

\*\*\* P.C.P.I. is Per Capita Personal Income. Source: United States Department of Commerce, Bureau of Economic Analysis.

\*Per Capita Personal Income by State, 1989-1995,\* May 15, 1996.

MEDIAN	\$88,663	\$103,058
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Source: From the Hawaii Judicial Salary Commission's Report on Judicial Salaries (Honolulu: October 1996).

# Appendix E

## FRINGE BENEFIT RATE FOR FY 98

BENJAMIN J. CAYetano  
GOVERNOR



EARL I. ANZAI  
DIRECTOR

NEAL MIYAMURA  
DEPUTY DIRECTOR

EMPLOYERS' RETIREMENT SYSTEM  
HAWAII PUBLIC EMPLOYEES HEALTH FUND  
HONOLULU FINANCE AND DEVELOPMENT  
CORPORATION  
OFFICE OF THE PUBLIC DEFENDER  
PUBLIC UTILITIES COMMISSION  
RENTAL HOUSING TRUST FUND COMMISSION

STATE OF HAWAII  
DEPARTMENT OF BUDGET AND FINANCE  
P. O. BOX 143  
HONOLULU, HAWAII 96810-0143

ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND  
MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
INFORMATION AND COMMUNICATION  
SERVICES DIVISION

July 1, 1997

TO: All Department Heads  
FROM: Earl I. Anzai  
Director of Finance  
SUBJECT: Fringe Benefit Rate for FY 98

A composite fringe benefit rate of 36.97% has been approved by the U-S. Department of Health and Human Services (DHHS) for use during FY 98. The composite rate consists of the following fringe benefit items and computed rates:

Item	Rate
Pension Accumulation	14.49%
Pension Administration	.06%
Retiree Health Insurance	5.99%
Employees' Health Fund	7.05%
Workers' Compensation	.57%
Unemployment Compensation	1.16%
Social Security	7.65%
Composite Rate	36.97%

Please note that the rate for Social Security includes 1.45% for Medicare. The rate will be formally published when the Statewide Cost Allocation Plan for FY 98 is approved by the DHHS.

If there are any questions, please have your staff contact Mr. James Nakamura, Administrator of this department's Budget, Program Planning and Management Division, at 586-1530.

No. 1 Capitol District Building, 260 S. Hotel Street, Honolulu, Hawaii 96813



## Appendix F

State of Hawai'i  
Judicial Salary Commission  
August 28, 1997

Charlotte Carter-Yamauchi  
Research Attorney  
Legislative Reference Bureau  
State of Hawaii  
State Capitol  
Honolulu, Hawaii 968 13

Dear Ms. Carter-Yamauchi:

The Judicial Salary Commission is in receipt of your letter dated June 26, 1997, offering the Commission the opportunity to provide input on your study pursuant to Senate Concurrent Resolution No. 2, S.D. 1, Requesting a Study to Assist the Legislature in Establishing an Appropriate Salary Structure and Pay Increments for Length of Continuous Creditable Judicial Service to the State.

As you know, the **Judicial** Salary Commission undertook its own study of judicial salaries prior to submitting its Report to the Legislature in October, 1996, and a letter to the members of the Nineteenth Legislature in January, 1997, specifying the Commission's recommendations for a judicial salary increase of fifteen percent distributed over three fiscal years. Both documents state our unequivocal conclusion that Hawaii's judges and justices are significantly underpaid relative to jurists in other states, on the federal bench, and in private practice. We take this opportunity to re-iterate that conclusion.

In our report, we also noted that sporadic, lump sum raises simply put off the issue of maintaining judicial salaries at a level commensurate with judicial responsibilities and at a level to attract and retain the best to serve in Hawaii's Judiciary. Previous Commissions have advocated an automatic salary escalator, and we repeat our strong support for the adoption of such an escalator for Hawaii's judicial salaries. Simple fairness dictates that Hawaii's judges and justices should receive salary increases at rates that match the increases granted other public employees. Nationally, the two most common escalators are tied to increases in cost-of-living indices and increases in civil service salaries. In light of the Governor's veto of the judicial salary increase passed by the 1997 Legislature, we are increasingly persuaded that an automatic salary escalator is imperative.

**The** Commission also submits that an experienced judiciary is the cornerstone to judicial excellence and judicial independence- **In** our opinion, judges, like other state employees who commit a significant portion of their professional careers to public service, should be compensated commensurate with the length of their service to the State. Retention increases, or pay supplements for length of judicial service, are an idea whose time has come.

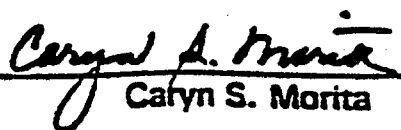
A final note: According to **the** most recent figures available from the National Center for State Courts, by **July 1, 1997**, the salaries of Hawaii's **Supreme** Court justices had fallen from 35th to 38th; when Hawaii's **cost-of-living** relative to other states is taken into account, **our** justices **now** rank 45th in the nation. We are increasingly concerned about the erosion in the value of the salaries of Hawaii's judges and justices, and we are persuaded by their actions in **the 1997** session that the members of the Legislature share our concern. It is time to implement these long overdue and urgently needed adjustments to the **salaries** and salary structure of Hawaii's dedicated judges and justices.

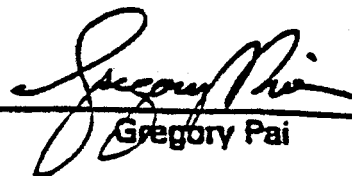
Thank you for the opportunity to comment on S.C.R. No. 2, S.D. **1**. We are hopeful that reason and fair play will prevail when next the Legislature and the Governor consider judicial salary increases.

Respectfully,

  
George Chaplin, Co-Chair

  
Lawrence M. Johnson

  
Carolyn S. Morita

  
Gregory Pai

Source: Response from Judicial Salary Commission (August 28, 1997).

# Appendix G.1

## NORMALIZED JUDICIAL SALARY COMPARISON, 1997: HIGHEST COURT

Fall 1997 Rank	Fall ISS7 State	Fall 1997 Actual Wages	1997 NW Rank	1997 State	Normalized * Salary	P.C.P.I.
1	Florida	133,609	1	Alabama	145,999	20,131
2	New Jersey	132,260	2	Mississippi	142,089	17,575
3	California	131,065	3	Arkansas	141,373	18,959
4	Illinois	130,250	4	Florida	140,096	24,226
5	New York	125,000	5	South Carolina	135,703	19,977
6	Pennsylvania	122,864	6	Louisiana	133,500	19,664
7	Michigan	121,727	7	Georgia	132,675	22,977
8	Delaware	121,200	8	California	131,385	25,346
9	Georgia	120,009	9	Arizona	129,400	21,363
10	Alabama	115,695	10	Indiana	129,262	22,601
11	Connecticut	115,303	11	Utah	128,997	19,595
12	Indiana	115,000	12	Kentucky	126,763	19,797
13	Washington	112,078	13	Pennsylvania	125,841	24,803
14	Virginia	112,644	14	Tennessee	124,792	21,949
15	Alaska	111,552	15	Texas	124,272	22,282
16	Rhode Island	110,761	16	Michigan	123,967	24,945
17	Texas	109,000	17	Illinois	123,245	26,848
18	Arizona	108,816	18	Oklahoma	122,185	19,544
19	Missouri	106,763	19	Missouri	120,038	23,022
20	Tennessee	107,629	20	West Virginia	118,906	18,160
21	Massachusetts	107,730	21	Iowa	117,989	22,306
22	Ohio	107,350	22	Ohio	116,269	23,457
23	Maryland	107,300	23	Alaska	116,152	24,398
24	South Carolina	106,713	24	North Carolina	114,773	22,265
25	Arkansas	105,507	25	Rhode Island	114,511	24,572
26	Iowa	103,600	26	Washington	113,044	25,107
27	Louisiana	103,336	27	New Mexico	112,939	18,803
28	Wisconsin	100,699	28	Virginia	112,697	25,212
29	North Carolina	100,320	29	Delaware	111,056	27,724
30	Utah	99,500	30	Idaho	110,734	19,637
31	Kentucky	98,800	31	Maine	109,916	21,011
32	Mississippi	98,300	32	Wisconsin	109,688	23,320
33	Nebraska	97,739	33	New York	108,821	29,181
34	Kansas	96,489	34	Nebraska	108,346	22,917
35	New Hampshire	95,623	35	New Jersey	107,222	31,334
36	Minnesota	94,395	36	Kansas	105,815	23,165
37	Oklahoma	94,000	37	Oregon	103,052	23,074
38	Colorado	94,000	38	Montana	101,928	19,214
39	Hawaii	93,780	39	Wyoming	106,229	21,544
40	Oregon	93,600	40	North Dakota	99,105	29,446
41	Maine	90,909	41	Maryland	98,698	27,618
42	Idaho	86,468	42	South Dakota	95,758	20,895
43	Nevada	85,000	43	Vermont	93,915	22,470
44	West Virginia	85,000	44	Hawaii	93,780	25,404
45	Wyoming	85,000	45	Minnesota	93,442	25,663
46	New Mexico	83,593	46	Colorado	92,963	25,704
47	Vermont	83,072	47	Massachusetts	91,363	29,792
48	North Dakota	79,771	48	New Hampshire	91,272	26,615
49	South Dakota	78,762	49	Connecticut	86,470	33,875
50	Montana	77,092	50	Nevada	83,016	26,011

Survey of Judicial Salaries Report, Volume 22, Number 2, Fall 1997.

PCPI is Per capita Personal Income. Normalized Salary = ((P.C.P.I. Hawaii)/(P.C.P.I. State "A")) x (Salary State "A")

Source: US Department of Commerce, Bureau of Economic Analysis, "PCPI by State, 1991-1996.", release date of September 19, 1997

\* The "normalizing" technique is used to eliminate the disparity caused by differences in per capita income among the states. The formula used is as follows: (Per Capita Income in Hawaii) divided by (Per Capita Income in State "A") multiplied by (Actual Judicial Salary in State "A"). Comparisons of "normalized" salaries should be viewed with some caution since "per capita income" alone is considered to be an incomplete assessment of a state's cost of living index.

Source: Provided by the Judiciary.

## Appendix G.2

### NORMALIZED JUDICIAL SALARY COMPARISON, 1997: INTERMEDIATE APPELLATE COURT

Fall 1997 Rank	Fall 1997 State	Fall 1997 Actual Wage	1997 NW Rank	1997 State	1997 Normalized* Wage	P.C.P.I.
1	New Jersey	124,200	1	Alabama	144,637	20,131
2	California	122,893	2	Arkansas	136,903	18,959
3	Illinois	122,666	3	Mississippi	132,260	17,575
4	Florida	120,240	4	South Carolina	136,614	19,977
5	Pennsylvania	119,016	5	Louisiana	126,614	19,664
6	New York	119,000	6	Arizona	126,318	21,363
7	Alabama	114,615	7	Florida	126,067	24,226
8	Michigan	114,007	8	Indiana	123,642	22,601
9	Indiana	110,000	9	California	123,174	25,346
10	Georgia	103,246	10	Utah	121,931	19,595
11	Connecticut	107,214	11	Pennsylvania	121,900	24,603
12	Washington	106,537	12	Kentucky	121,607	19,797
13	Virginia	106,442	13	Georgia	120,785	22,977
14	Arizona	106,226	14	Tennessee	116,966	21,949
15	Alaska	105,334	15	Texas	118,059	22,282
16	Texas	103,550	16	Michigan	116,105	24,946
17	Tennessee	102,304	17	Illinois	115,995	26,343
18	South Carolina	102,711	18	Oklahoma	114,336	19,644
19	Arkansas	102,171	19	Iowa	113,433	22,306
20	Missouri	101,691	20	Missouri	112,102	23,022
21	Maryland	100,300	21	North Carolina	109,991	22,205
22	Ohio	99,950	22	Alaska	109,729	24,396
23	Massachusetts	99,690	23	Idaho	109,453	19,837
24	Iowa	99,600	24	Ohio	103,246	23,457
25	Louisiana	97,928	25	Washington	107,465	25,187
26	North Carolina	96,146	26	New Mexico	107,292	18,303
27	Wisconsin	94,604	27	Virginia	107,253	26,212
28	Kentucky	94,767	28	New York	103,597	29,101
29	Utah	94,050	29	Wisconsin	103,276	23,320
30	Kansas	93,044	30	Nebraska	102,926	22,917
31	Nebraska	92,652	31	Kansas	102,037	23,165
32	Mississippi	91,500	32	Oregon	100,740	23,074
33	Oregon	91,500	33	New Jersey	100,695	31,334
34	Hawaii	89,780	34	Maryland	92,269	27,613
35	Colorado	89,500	35	Hawaii	89,780	25,404
36	Minnesota	36,946	36	Colorado	88,455	25,704
37	Oklahoma	63,000	37	Minnesota	36,047	25,663
38	Idaho	66,468	38	Massachusetts	86,007	29,792
39	New Mexico	79,413	39	Connecticut	80,403	33,876
40	Nevada	0	40	Nevada	0	26,011
41	Maine	0	41	Vermont	0	22,470
42	West Virginia	0	42	West Virginia	0	16,160
43	Vermont	0	43	Wyoming	0	21,644
44	Wyoming	0	44	Delaware	0	27,724
45	Montana	0	45	Maine	0	21,011
46	North Dakota	0	46	New Hampshire	0	26,615
47	New Hampshire	0	47	Rhode Island	0	24,572
48	Rhode Island	0	48	North Dakota	0	20,448
49	Delaware	0	49	Montana	0	19,214
50	South Dakota	0	50	South Dakota	0	20,895

Survey of Judicial Salaries Report, Volume 22, Number 2, Fall 1997.

PCPI is Per Capita Personal Income. Normalized Salary = [(P.C.P.I. Hawaii)/(P.C.P.I. State "A")](Salary State "A")

Source: US Department of Commerce, Bureau of Economic Analysis, "PCPI by State, 1991-1996", release date of September 19, 1997

\* The "normalizing" technique is used to eliminate the disparity caused by differences in per capita income among the states. The formula used is as follows: (Per Capita Income in Hawaii divided by (Per Capita Income in State "A") multiplied by (Actual Judicial Salary in State "A"). Comparisons of "normalized" salaries should be viewed with some caution since "per capita income" alone is considered to be an incomplete assessment of a state's cost of living index.

Source: Provided by the Judiciary.

## NORMALIZED JUDICIAL SALARY COMPARISON, 1997: TRIAL COURTS

Fall 1997	Fell 1997	Fall 1997	1997	1997	1997 Normalized*	
Rank	State	Actual Wage	NW Rank	State	Wage	P.C.P.I.
1	Delaware	115,300	1	Arkansas	132,424	18.959
2	New Jersey	116,099	2	South Carolina	128,917	19,977
3	New York	113,093	3	Mississippi	128,213	17,675
4	Illinois	112,491	4	Arizona	123,237	21.363
5	Michigan	199,267	5	Alaska	122,664	21.363
6	Florida	107,758	6	Louisiana	119,527	19,664
7	California	107,390	7	Utah	117,264	19,695
8	Pennsylvania	166,704	8	Kentucky	116,432	19,797
9	Virginia	104,014	9	Georgia	114,744	22,977
10	Georgia	103,762	10	Tennessee	113,848	21,949
11	Arizona	103,634	11	Florida	112,998	24,226
12	Alaska	103,152	12	West Virginia	111,912	18,169
13	Connecticut	102,470	13	Texas	111,845	22,262
14	South Carolina	101,377	14	Michigan	111,267	24,946
15	Washington	100,996	15	Pennsylvania	109,290	24,863
16	Rhode Island	99,722	16	Iowa	107,966	22,396
17	Arkansas	96,828	17	California	107,636	25,346
18	Tennessee	98,364	18	Oklahoma	106,557	19,544
19	Texas	99,100	19	Illinois	106,441	26,848
20	Maryland	96,500	29	Delaware	105,651	27,724
21	Massachusetts	95,710	21	Virginia	104,866	25,212
22	Iowa	94,896	22	North Carolina	104,013	22,266
23	Missouri	94,116	23	Maine	103,951	21,011
24	Louisiana	92,520	24	Missouri	103,663	23,022
25	Ohio	91,966	25	Idaho	103,787	19,837
26	North Carolina	90,915	26	Rhode Island	103,099	24,672
27	Kentucky	96,734	27	New Mexico	101,928	18,803
28	West Virginia	90,661	26	Washington	101,865	25,187
29	Utah	90,450	29	Alabama	101,731	29,131
30	Nebraska	90,408	30	Indiana	101,162	22,601
31	Indiana	90,000	31	Nebraska	100,219	22,917
32	New Hampshire	89,646	32	Ohio	99,582	23,467
33	Mississippi	88,700	33	Wisconsin	98,763	23,320
34	Hawaii	66,780	34	New York	98,374	29,181
36	Maine	86,973	36	Montana	96,261	19,214
36	Oregon	85,300	36	Oregon	93,914	23,074
37	Colorado	85,000	37	New Jersey	93,206	31,344
36	Kansas	83,883	36	Kansas	91,991	23,165
39	Minnesota	83,494	39	North Dakota	91,468	29,448
40	Oklahoma	82,000	40	Wyoming	90,796	21,344
41	Idaho	81,043	41	South Dakota	89,429	20,896
42	Alabama	89,616	42	Montana	89,214	22,470
43	West Virginia	80,000	43	Maryland	88,764	27,818
44	Nevada	79,000	44	Hawaii	86,780	25,404
45	Vermont	78,919	46	New Hampshire	85,567	26,615
46	Wyoming	77,000	46	Colorado	84,968	26,764
47	New Mexico	75,443	47	Minnesota	82,651	25,863
48	North Dakota	73,618	48	Massachusetts	81,613	29,792
49	South Dakota	73,666	49	Nevada	77,156	26,011
50	Montana	72,042	50	Connecticut	76,846	33,875

Survey of Judicial Salaries Report, Volume 22, Number 2 Fall 1997.

PCPI is Per Capita Personal Income. Normalized Salary = [(P.C.P.I. Hawaii)/(P.C.P.I. State "A") x (Salary State "A")]

Source: US Department of Commerce, Bureau of Economic Analysis, "PCPI by State, 1991-1996," release date of September 19, 1997

\* The "normalizing" technique is used to eliminate the disparity caused by differences in per capita income among the states. The formula used is as follows: (Per Capita Income in Hawaii) divided by (Per Capita Income in State "A") multiplied by (Actual Judicial Salary in State "A"). Comparisons of "normalized" salaries should be viewed with some caution since "per capita income" alone is considered to be an incomplete assessment of a state's cost of living index.

Source: Provided by the Judiciary.



## Appendix H

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### PROJECTION OF JUDICIAL SALARIES IF TIED TO CHANGES IN THE CPI

#### JUSTICES/JUDGES SALARIES

#### WHAT THEY WOULD LOOK LIKE BASED ON CHANGING HAWAII CPI-U

	1990	1991	1992	1993	1994	1995	1998	1997	1998
<u>CPI-U Index (Adjusted)</u>	100	107.2	112.3	115.9	119.1	121.7	123.6	125.5	128
<u>Annual Increase from Base</u>		7.2%	<b>5.1%</b>	3.6%	<b>3.2%</b>	2.6%	1.9%	1.9%	2.5%
<u>Supreme Court</u>	<u>Base Pay</u>								
Chief Justice	94,780	101,604	106,438	109,850	112,883	115,347	117,148	118,949	121,318
Associate Justice	93,780	100,532	<b>105,315</b>	108,691	111,692	114,130	115,912	117,694	120,038
<u>Intermediate Court of Appeals</u>									
Chief Judge	91,280	97,852	<b>102,507</b>	105,794	108,714	111,088	112,822	114,556	116,838
Associate Judge	89,780	96,244	100,823	<b>104,055</b>	106,928	109,262	110,968	<b>112,674</b>	114,918
<u>Circuit Courts</u>									
Judge	86,780	93,028	97,454	100,578	103,355	105,611	<b>107,260</b>	108,909	111,078
<u>Family Courts</u>									
Circuit Judge	86,780	93,028	97,454	100,578	103,355	105,611	107,260	108,909	111,078
Judge	81,780	87,668	91,839	94,783	97,400	99,526	101,080	102,634	104,678
<u>District Courts</u>									
Judge	81,780	87,668	91,839	94,783	97,400	99,526	101,080	102,634	104,678
Per Diem Judges (Dist/Fam)	81,780								

Source: Provided by the Judiciary.

## Appendix I

### PROJECTION OF JUDICIAL SALARIES IF TIED TO AVERAGE NEGOTIATED SALARY ADJUSTMENTS RECEIVED BY COLLECTIVE BARGAINING UNIT 13

#### JUSTICES/JUDGES SALARIES

#### WHAT THEY WOULD LOOK LIKE BASED ON AVERAGE NEGOTIATED ADJUSTMENTS (CB 13)

	1990	1991	1992	1993	1994	1995	1996	1997	1998
<u>Average Annual Increase</u>		4.9%	4.1%	2.0%	4.0%	2.0%	6.25%		
<u>Supreme Court</u>	<u>Base Pay</u>								
Chief Justice	94,780	99,424	103,500	105,570	109,793	111,989	118,988		
Associate Justice	93,780	98,375	102,408	104,456	108,634	110,807	117,732		
<u>Intermediate Court of Appeals</u>									
Chief Judge	91,280	95,753	99,879	101,673	105,740	107,855	114,596		
Associate Judge	89,780	94,179	98,040	100,001	104,001	106,081	112,711		
<u>Circuit Courts</u>									
Judge	86,780	91,032	94,764	96,659	100,525	102,536	108,945		
<u>Family Courts</u>									
Circuit Judge	86,780	91,032	94,764	96,659	100,525	102,536	108,945		
Judge	81,780	85,787	89,304	91,090	94,734	96,629	102,668		
<u>District Courts</u>									
Judge	81,780	85,787	89,304	91,090	94,734	96,629	102,668		
PerDiem Judges (Dist/Fam)	81,780								

1) Based on H.G.E.A. Bargaining Unit 13 Professional and Scientific Salary Schedule

Source: Provided by the Judiciary.

## Appendix J

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### LONGEVITY STEP SALARY SCHEDULE BASED ON PRESENT PAY LEVELS

#### The Judiciary State of Hawaii Salary Schedule

	<sup>1)</sup> Base Pay	<sup>2)</sup> <sup>3)</sup> Step A	<sup>3)</sup> Step B	<sup>3)</sup> Step C	<sup>4)</sup> Step D	<sup>4)</sup> Step E	<sup>4)</sup> Step F	Step G	Step H	Step I
<u>Supreme Court</u>										
Chief Justice	94,780	98,571	102,514	<b>106,815</b>	110,679	<b>115,314</b>	<b>119,927</b>	<b>124,724</b>	129,713	134,901
Associate Justice	93,780	97,531	<b>101,432</b>	105,490	109,709	114,098	118,662	123,408	128,344	<b>133,478</b>
<u>Intermediate Court of Appeals</u>										
Chief Judge	91,280	94,931	98,728	102,678	106,785	<b>111,056</b>	115,498	<b>120,118</b>	124,923	129,920
Associate Judge	89,780	93,371	97,108	100,990	<b>105,030</b>	109,231	<b>113,600</b>	<b>118,144</b>	122,370	127,785
<u>Circuit Courts</u>										
Judge	88,780	90,251	93,881	97,618	101,520	105,581	109,804	114,197	118,784	123,515
<u>Family Courts</u>										
Circuit Judge	86,780	90,251	93,681	97,818	<b>101,520</b>	105,581	109,804	<b>114,197</b>	<b>118,764</b>	123,515
Judge	<b>81,780</b>	<b>85,051</b>	88,463	<b>91,991</b>	95,871	99,498	103,478	107,081	111,922	116,398
<u>District Courts</u>										
Judge	81,780	85,051	88,453	<b>91,991</b>	<b>95,671</b>	99,498	103,478	107,617	111,922	118,398
Per Diem Judges (Oct/Fam)	81,780									

1) Base pay and step amounts adjusted periodically based on legislative action (current base pay reflects salaries approved as of 1990)

2) Each step provides for a four percent increase over the previous step

3) Step movement occurs on the 2nd, 4th, and 6th anniversary of appointment as a permanent judge

4) Step movement occurs on the 3rd anniversary at the award of the current step

**Source:** Offered by the Judiciary for discussion purposes.

## Appendix K

### LONGEVITY STEP SALARY SCHEDULE REFLECTING A ONE-TIME 15% PAY INCREASE TO EXISTING SALARY LEVELS

The Judiciary  
State of Hawaii  
Salary Schedule

	<sup>1)</sup> Proposed Base Pay	<sup>2)</sup> <sup>3)</sup> Step A	<sup>3)</sup> Step B	<sup>3)</sup> Step C	<sup>4)</sup> Step D	<sup>4)</sup> Step E	<sup>4)</sup> Step F	Step G	Step H	Step I
<u>Supreme Court</u>										
Chief Justice	108,997	<b>113,357</b>	117,891	122,607	127,511	132,812	137,918	143,433	149,170	155,137
Associate Justice	107,847	112,181	118,847	121,313	128,166	131,212	138,481	141,919	147,598	<b>153,500</b>
<u>Intermediate Court of Appeals</u>										
Chief Judge "	104,972	109,171	113,538	118,079	122,802	127,714	132,823	138,136	143,661	149,408
Associate Judge	103,247	107,377	111,672	116,139	120,784	125,616	130,640	135,866	141,301	146,953
<u>Circuit Courts</u>										
Judge	99,797	103,789	107,940	112,258	116,748	121,418	126,275	131,326	136,579	142,042
<u>Family Courts</u>										
Circuit Judge	99,797	103,789	107,940	112,258	<b>116,748</b>	121,418	126,275	<b>131,326</b>	136,579	142,042
Judge	94,047	97,809	101,721	105,790	<b>110,022</b>	114,423	118,999	123,759	128,710	133,858
<u>District Courts</u>										
Judge	94,047	<b>97,809</b>	101,721	105,790	110,022	114,423	118,999	123,759	128,710	133,858
PerDiem Judges (Dct/Fam)	94,047									

1) Base pay and step amounts adjusted periodically based on legislative action (adjusted to reflect proposed one-time 15% catch-up pay Increase)

2) Each step provides for a four percent increase over the previous step

3) Step movement occurs on the 2nd, 4th, and 6th anniversary of appointment as a permanent fudge

4) Step movement occurs on the 3rd anniversary of the award of the current step

Source: Offered by the Judiciary for discussion purposes.

## Appendix L

### BASIC FEATURES OF LONGEVITY PAY STEP SCHEDULE

#### LONGEVITY PAY STEPS FOR JUSTICES/JUDGES

##### Basic Features

#### SEPARATE TRACKS FOR EACH LEVEL OF JUSTICES/JUDGES

Assumes **only** a limited number of justices/judges move from court to court.

#### SAVE PAY PROVISION FOR JUSTICES/JUDGES THAT DO CHANGE COURTS

Transition would be from current pay step to the step on the new court that exceeds current pay level.

#### PAY INCREASE FOR EACH ADDITIONAL TERM AS A JUDGE

Provides for an automatic permanent one step increase each time a District Court (District/Family) level judge is appointed to a new term and a two step increase each time a Circuit Court or above level justice/judge is appointed for a new term.

#### STEP MOVEMENTS

During the first six years of service, justices/judges would qualify for a step increase on the second, fourth and sixth **anniversary** of their first appointment. Thereafter, they would qualify for a step increase on the third anniversary of the previous permanent step movement.

#### IMPLEMENTATION AND EFFECTIVE DATE

Current justices/judges will automatically move to the step in their court program that is reflective of their total years on the bench effective July 1, 1998.

There will be no retroactive pay related to the initial step placement of current judges.

#### BASE PAY AND STEP AMOUNTS

Salary schedules amounts will automatically be adjusted to reflect the most current base pay amount as approved by the Legislature.

#### ONE-TIME CATCH UP PAY INCREASE -(15%)

Based on salary commission's recommendation to the nineteenth legislative session.

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source: Offered by the Judiciary.



# Appendix M

## SALARY SCHEDULE FOR COLLECTIVE BARGAINING UNIT 13, EFFECTIVE 7/1/95 (1993-1997 CONTRACT AGREEMENT)

STATE OF HAWAII  
DEPARTMENT OF PERSONNEL SERVICES  
SALARY SCHEDULE

EXHIBIT C

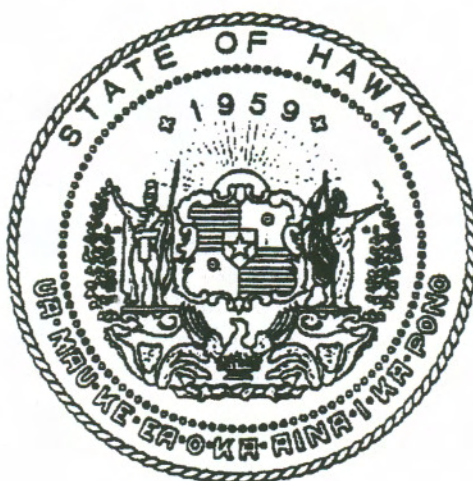
EFFECTIVE DATE: 07/01/95

BARGAINING UNIT: 13 Professional 8 Scientific, Non-supervisor

		STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
SR24	ANN	36,636	38,100	39,624	41,208	42,852	44,556	46,356	48,192	50,136	52,152
	MON	3,053	3,175	3,302	3,434	3,571	3,713	3,863	4,016	4,178	4,346
	8HR	140.88	146.56	152.40	158.48	164.80	171.36	178.32	185.36	192.80	200.56
	HRLY	17.61	18.32	19.05	19.81	20.60	21.42	22.29	23.17	24.10	25.07
SR25	ANN	38,100	39,624	41,208	42,852	44,556	46,356	48,192	50,136	52,152	54,228
	MON	3,175	3,302	3,434	3,571	3,713	3,863	4,016	4,178	4,346	4,519
	8HR	146.56	152.40	158.48	164.80	171.36	178.32	185.36	192.80	200.56	208.56
	HRLY	18.32	19.05	19.81	20.60	21.42	22.29	23.17	24.10	25.07	26.07
SR26	ANN	39,624	41,208	42,852	44,556	46,356	48,192	50,136	52,152	54,228	56,388
	MON	3,302	3,434	3,571	3,713	3,863	4,016	4,178	4,346	4,519	4,699
	8HR	152.40	158.48	164.80	171.36	178.32	185.36	192.80	200.56	208.56	216.88
	HRLY	19.05	19.81	20.60	21.42	22.29	23.17	24.10	25.07	26.07	27.11
SR27	ANN	41,208	42,852	44,556	46,356	48,192	50,136	52,152	54,228	56,388	58,644
	MON	3,434	3,571	3,713	3,863	4,016	4,178	4,346	4,519	4,699	4,887
	8HR	158.48	164.80	171.36	178.32	185.36	192.80	200.56	208.56	216.88	225.52
	HRLY	19.81	20.60	21.42	22.29	23.17	24.10	25.07	26.07	27.11	28.19
SR28	ANN	44,556	46,356	48,192	50,136	52,152	54,228	56,388	58,644	60,984	63,420
	MON	3,713	3,863	4,016	4,178	4,346	4,519	4,699	4,887	5,082	5,285
	8HR	171.36	178.32	185.36	192.80	200.56	208.56	216.88	225.52	234.56	243.92
	HRLY	21.42	22.29	23.17	24.10	25.07	26.07	27.11	28.19	29.32	30.49
SR29	ANN	46,356	48,192	50,136	52,152	54,228	56,388	58,644	60,984	63,420	65,964
	MON	3,863	4,016	4,178	4,346	4,519	4,699	4,887	5,082	5,285	5,497
	8HR	178.32	185.36	192.80	200.56	208.56	216.88	225.52	234.56	243.92	253.68
	HRLY	22.29	23.17	24.10	25.07	26.07	27.11	28.19	29.32	30.49	31.71
SR30	ANN	48,192	50,136	52,152	54,228	56,388	58,644	60,984	63,420	65,964	68,616
	MON	4,016	4,178	4,346	4,519	4,699	4,887	5,082	5,285	5,497	5,718
	8HR	185.36	192.80	200.56	208.56	216.88	225.52	234.56	243.92	253.68	263.92
	HRLY	23.17	24.10	25.07	26.07	27.11	28.19	29.32	30.49	31.71	32.99
SR31	ANN	50,136	52,152	54,228	56,388	58,644	60,984	63,420	65,964	68,616	71,340
	MON	4,178	4,346	4,519	4,699	4,887	5,082	5,285	5,497	5,718	5,945
	8HR	192.80	200.56	208.56	216.88	225.52	234.56	243.92	253.68	263.92	274.40
	HRLY	24.10	25.07	26.07	27.11	28.19	29.32	30.49	31.71	32.99	34.30
SC01	ANN	52,152	54,228	56,388	58,644	60,984	63,420	65,964	68,616	71,340	74,208
	MON	4,346	4,519	4,699	4,887	5,082	5,285	5,497	5,718	5,945	6,184
	8HR	200.56	208.56	216.88	225.52	234.56	243.92	253.68	263.92	274.40	285.44
	HRLY	25.07	26.07	27.11	28.19	29.32	30.49	31.71	32.99	34.30	35.68
SC02	ANN	54,228	56,388	58,644	60,984	63,420	65,964	68,616	71,340	74,208	77,172
	MON	4,519	4,699	4,887	5,082	5,285	5,497	5,718	5,945	6,184	6,431
	8HR	208.56	216.88	225.52	234.56	243.92	253.68	263.92	274.40	285.44	296.80
	HRLY	26.07	27.11	28.19	29.32	30.49	31.71	32.99	34.30	35.68	37.10
SC03	ANN	56,388	58,644	60,984	63,420	65,964	68,616	71,340	74,208	77,172	80,256
	MON	4,699	4,887	5,082	5,285	5,497	5,718	5,945	6,184	6,431	6,688
	8HR	216.88	225.52	234.56	243.92	253.68	263.92	274.40	285.44	296.80	308.64
	HRLY	27.11	28.19	29.32	30.49	31.71	32.99	34.30	35.68	37.10	38.58

# **LEGISLATIVE SALARY COMMISSION 2002**

**A Report to the Legislature and Governor**



**Submitted by the  
Department of Accounting and General Services**

**March 2003**

LINDA LINGLE  
GOVERNOR



WARREN DASPIT  
CHAIR

MARIE OKAMURA  
VICE CHAIR

SHARON HARIMATSU  
TOM SUGITA  
HOWARD TAGOMORI

STATE OF HAWAII  
2002 LEGISLATIVE SALARY COMMISSION  
1151 PUNCHBOWL STREET, ROOM 412  
HONOLULU, HAWAII 96813

March 25, 2003

The Honorable Linda Lingle  
Governor, State of Hawai'i  
State Capitol, 5<sup>th</sup> Floor  
Honolulu, Hawai'i 96813

The Honorable Robert Bunda, President  
and members of the Senate  
State Capitol, Room 003  
Honolulu, Hawai'i 96813

The Honorable Calvin K.Y. Say, Speaker  
and members of the House of Representatives  
State Capitol, Room 431  
Honolulu, Hawai'i 96813

Aloha Governor Lingle, President Bunda, Speaker Say,  
and members of the Twenty-Second State Legislature:

The 2002 Legislative Salary Commission, hereinafter referred to as the "Commission," has completed its salary recommendations for the 2005 and future members of the Hawai'i State Legislature. The following report is the product of intensive Commission deliberations.

The Commission wishes to thank all the individuals and organizations that provided the Commission with information regarding legislative salaries. The Commission would also like to thank Mr. Russ Saito, State Comptroller – Department of Accounting and General Services (DAGS) for providing the staff support of Kerry Yoneshige, Mr. Mark Bennett, State Attorney General (AG) for providing the staff support of Russell Suzuki, and Ms. Mary Lou Kobayashi, Acting Director – Office of Planning, for providing the staff support of Dick Poirier, Hamid Jahanmir, and Scott Derrickson.

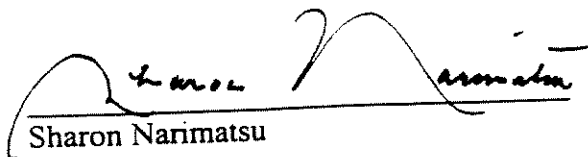
Respectfully submitted.



Warren Daspit, Chair



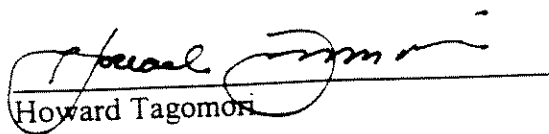
Marie Okamura, Vice-Chair



Sharon Narimatsu



Thomas Sugita



Howard Tagomori

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## Executive Summary

This report supports the 2002 Legislative Salary Commission's recommendation regarding the future salaries for members of the Hawai'i State Legislature. The Commission recommends:

- Increasing legislative salaries by 6.7% in 2005 to \$34,200.
- Adjusting salaries every two years thereafter (2007, 2009, 2011) using an Average Annual Wage index, and
- Increasing the salary differential for the House Speaker and Senate President from \$5,000 to \$7,500.

This Commission has reviewed the work of past commissions and intensively studied various methods and indices that might be utilized to meet their mandate. The Commission concluded that the most appropriate method among the options considered for adjusting legislative salaries would be through the application of an Annual Average Wage index, with adjustments being made every two years. This index provides a gauge to what is going on in our economy and represents fairly, other wage increases within the Hawai'i economy.

In a thoughtful and deliberate way the Commission has determined the following:

- The Hawai'i State legislators deserve a salary increase
- The last adjustments to legislative salaries were made in 1993
- This Commission's recommendation would not take effect until 2005
- In the absence of any recommended salary adjustment this year, Legislative salaries could not be adjusted until 2013, which would represent a 20 year period without a salary increase.

While legislators are considered to be part-time employees, it is apparent that their role requires much more than what a part-time position would do. These factors lead the Commission to conclude that an increase in salary is justified and overdue:

- Since 1993, the minimum wage has been increased by 19.2%
- Since 1993, the Honolulu Consumer Price Index (CPI) has increased by 12.6%
- Since 1993, the Average Wage Index has increased by 17.7%

The Commission has operated under the following points:

1. A system needs to be established to benchmark or index any legislative salary increases.
2. The frequency of adjustments should be appropriate and timely in order to match State budgeting cycles.
3. Any method for adjusting legislative salaries should be fair and easy to implement.

We believe that the overall methodology is sound, fair, and reasonable. By implementing this recommendation, the long lag between salary adjustments could be eliminated. The next Salary Commission will have the opportunity to extend this recommended methodology or to establish a new one.



## Overview

The periodic appointment of public individuals to review and make recommendations on legislative salaries is mandated by the Hawai'i State Constitution. The 2002 Legislative Salary Commission is the fourth such commission established pursuant to Article III, Section 9 of the State Constitution, which provides:

*"There shall be a commission on legislative salary, which shall be appointed by the governor on or before November 30, 1978, and every eight years thereafter. Not later than the fortieth legislative day of the 1979 regular legislative session and every eight years thereafter, the commission shall submit to the legislature and the governor recommendations for a salary for members of the legislature, and then dissolve. The recommended salary submitted shall become effective as provided in the recommendation unless the legislature disapproves the recommendation by adoption of a concurrent resolution prior to adjournment sine die of the legislative session in which the recommendation is submitted or the governor disapproves the plan by a message of disapproval transmitted to the legislature prior to such adjournment. Any change in salary which becomes effective shall not apply to the legislature to which the recommendation for the change in salary was submitted."*

The 2002 Commission is required to submit its recommendations to adjust the salaries of the State Legislature to both the Legislature and the Governor. These recommendations take effect unless the Legislature or the Governor disapproves the recommendations by the end of the 2003 legislative session. The Commission is dissolved upon submission of its recommendations. The next Commission will be appointed by the Governor on or before November 30, 2010.

## Commission's Philosophy

Even in difficult fiscal times, it is the Constitutional mission of the Legislative Salary Commission to objectively review current legislative salaries and to determine what should be considered a fair compensation to carry out legislative duties. In this regard, the 2002 Commission adopted the following philosophy to guide its actions and recommendations:

- *Hawai'i State Legislators deserve an increase in salary, as opposed to maintaining the same level or imposing a decrease.*

### Rationale:

Hawai'i's legislators have not received a salary adjustment for 10 years and have earned the same salary since 1993 (\$32,000 for general members; \$37,000 for the Senate President and the Speaker of the House). In 1995, the Legislature did not approve any salary adjustments recommended by the 1994 Legislative Salary Commission. The time frame between the operation of each commission, their recommendations, and any subsequent salary adjustments is twelve years. If the current Commission recommends any salary adjustments, the soonest these adjustments could take effect would be in 2005. Should no salary adjustments be recommended or approved under this Commission, the next opportunity for salary adjustments will not be effective until 2013 or a time lag of 20 years.

- *Though the Hawai'i Legislature is officially considered part-time, the amount of time that is actually required to sufficiently address constituency demands throughout the year could go far beyond the regular definition of part-time work.*

### Rationale:

The increasing requirements placed on legislators by constituents and the intensifying complexities of legislative work necessitate that legislators spend extensive amounts of time in legislative matters during the four months when the Legislature is in session and the eight month interim when it is in recess. These demands strain legislators' ability to successfully undertake employment other than that of a legislator. The results of the survey relating to employment of current legislators who served in the 2002 legislature are included in Appendix C.

- *Any salary increase should occur every two years.*

### Rationale:

A bi-annual arrangement would coincide with each new legislature and reflect traditional budgeting cycles.

- *Non-salary legislator benefits will be considered in the Commission's deliberations although the Commission does not have the power to affect these benefits.*

Rationale:

The Commission realizes that monetary compensation is one factor that makes up any employee's benefits package. Any salary increase recommended by the Commission should take the following non-salary benefits into account:

- Legislators earn no vacation or sick leave and are not eligible for overtime. They receive the same holidays as other State employees.
- Medical and other insurance are determined on the same basis as other State employees, as well as personal savings options such as deferred compensation and savings bond deductions.
- Contributory retirement for legislators is consistent with that of State judges – 3.5 percent.
- While on official business, all legislators are eligible to receive \$80 per diem for neighbor island travel (this includes neighbor island legislators attending session on O'ahu) and \$130 per diem for mainland travel. This is consistent with other State employees. During the interim, however, all legislators are eligible to receive \$10 per diem for official business conducted on their home island.
- All legislators are eligible for downtown parking stalls during the session at the standard State rate. Free parking at all State airports is offered.
- Although all legislators receive a \$5,000 expense account, there are very stringent regulations as to how the money may be spent.

- *The Commission recognizes that the President of the Senate and the Speaker of the House of Representatives have additional duties and responsibilities that warrant a differential in salary from other members of the legislature.*

Rationale:

The Commission realizes that the requirements, both in time and responsibility, of the Senate President and House Speaker are greater than those of other members of the Legislature. Therefore, additional compensation over that of general members of the Legislature is justified.

## Methodology and Rationale

The proposed upward adjustment in legislative salary levels is based on changes in the average annual wages for the State of Hawai'i's wage and salary jobs. In 1993, the average annual wage was \$26,544 as compared to the legislative salary level at that time of \$32,000. In 2001, the latest year for which data are available, the average wages had increased by 17.7 percent to \$31,241 (Table 2).

Adjusting the legislative salary levels by average wages was chosen over the Consumer Price Index (CPI). Inasmuch as the CPI would reflect the change in prices of goods on the market, average wages were considered to be a more appropriate index - reflecting both inflation and changes in wages within the labor market.

The recommended increase of 6.7% in the 2005 salary level is based on the average annual growth rate of average wages for the last seven years for which data are available. As such, the 2003 salary level is first estimated by adjusting the current \$32,000 level by the average annual growth rate of average wages from 1992 to 1999. After determining an estimate of a salary level for 2003, the level for 2004 is estimated by adjusting the 2003 level by the average annual growth rate of average wages from 1993 to 2000. Similarly, the 2005 level is adjusted by the growth rate of average wages between 1994 and 2001.

Average changes over seven years were chosen to reduce the impact of the year-to-year fluctuations in average wages. Since average wage data for 2002 are not available until October of 2003, the change was estimated over seven years rather than eight years, which is the time period between the past and current salary commission.

When the average wages for 2005 are available in 2007, the Commission proposes that a new salary level should be determined for 2007 based on the average annual growth rate of average wages between 1998 and 2005, representing the last seven years for which current data are available.

For example the adjustment factor in 2007:

$$= \{[(\text{average wages in 2005}) / (\text{average wages in 1998})]\} ^{(1/7)}.$$

This adjustment factor is multiplied by the 2005 salary level to compute the 2007 level. Accordingly, the salary levels for 2009 and 2011 could be adjusted when the average wage data become available for the previous two years. It should be noted that the Commission proposes a cap of 2.5 percent per year or 5.0 percent for two years on any increase.

The estimated figures in Tables 1 and Table 2 for years 2007, 2009, and 2011 are for illustrative purposes only and do not reflect the Commission's actual proposals for these years. Salaries in those years will need to be calculated using the Average Annual Wage index as provided for in the above example.

The rationale for the increase from \$5,000 to \$7,500 of the extra salary for the Senate President and the House Speaker is generally based on the current difference in salary levels between State agency department directors and their deputies.

Table 1. Recommended Legislative Salary Adjustment for 2005 and Example of Proposed Biennial Adjustments 1/

Year	(1) Legislative Salary	(2) Percent Change in Average Annual Wages	(3) Average Annual Wages	(4) Percent Change (7 Yr. Av.)	(5) Adjusted Legislative Salary by Wages (7 Yr. Av.)	(6) Percent Change in Adjusted Salaries 1/ (Every 2 yrs.)
<b>2005</b>	\$32,000	2.2	\$34,082	2.3	<b>\$34,200</b>	6.7
2006	\$32,000	2.2	\$34,832	2.3	\$35,000	
<b>2007</b>	\$32,000	2.2	\$35,598	2.2	<b>\$35,900</b>	5.0
2008	\$32,000	2.2	\$36,382	2.2	\$36,700	
<b>2009</b>	\$32,000	2.2	\$37,182	2.2	<b>\$37,500</b>	4.6
2010	\$32,000	2.2	\$38,000	2.2	\$38,300	
<b>2011</b>	\$32,000	2.2	\$38,836	2.2	<b>\$39,200</b>	4.4
2012	\$32,000	2.2	\$39,690	2.2	\$40,000	

(1) Current legislative salary since 1993.

(2) Assumed 2.2 percent growth per year for illustrative purposes only.

(3) Estimated based on the assumption in Column 2.

(4) Based on the assumption of 2.2 percent growth rate in Column 2.

(5) Applying the 7 year average growth rates in Column 4 to the previous year's salaries, rounded to the nearest \$100.

(6) The 2005 figure is the initial adjustment. The rest of the years are biennial adjustments, capped at 2.5 percent per year.

1/ Salary levels for 2006 and beyond are purely hypothetical figures based on the assumption that average wages will increase at an annual rate of 2.2 percent per year throughout 2012.

Source: Table 2. 2002 Legislative Salary Commission Worksheet.

Table 2. 2002 LEGISLATIVE SALARY COMMISSION WORKSHEET

Year	(1) Honolulu CPI	(2) Percent Change in CPI	(3) Percent Change CPI (8 years)	(4) Average Annual Wages	(5) Percent Change in Wages	(6) Percent Change in Wages (7 years)	(7) Legislative Salary	(8) Adjusted Legislative Salary by CPI	(9) Adjusted Legislative Salary by CPI (8 years)	(10) Adjusted Legislative Salary by Wages	(11) Adjusted Legislative Salary by Wages (7 years)
1990	138.1		(NA)	\$23,109		(NA)	\$27,000		(NA)	\$28,101	(NA)
1991	148.0	7.2	(NA)	\$24,051	4.1	(NA)	\$27,000	\$28,936	(NA)	\$29,831	(NA)
1992	155.1	4.8	(NA)	\$25,532	6.2	(NA)	\$27,000	\$30,324	(NA)	\$31,013	(NA)
1993	160.1	3.2	(NA)	\$26,544	4.0	(NA)	\$32,000	\$31,301	(NA)	\$31,217	(NA)
1994	164.5	2.7	(NA)	\$26,718	0.7	(NA)	\$32,000	\$32,161	(NA)	\$31,526	(NA)
1995	168.1	2.2	(NA)	\$26,983	1.0	(NA)	\$32,000	\$32,865	(NA)	\$31,966	(NA)
1996	170.7	1.5	(NA)	\$27,359	1.4	(NA)	\$32,000	\$33,374	(NA)	\$33,130	(NA)
1997	171.9	0.7	(NA)	\$28,356	3.6	3.0	\$32,000	\$33,608	(NA)	\$33,917	(NA)
1998	171.5	-0.2	(NA)	\$29,029	2.4	2.7	\$32,000	\$33,530	(NA)	\$34,804	(NA)
1999	173.3	1.0	(NA)	\$29,788	2.6	2.2	\$32,000	\$33,882	(NA)	\$35,785	(NA)
2000	176.3	1.7	(NA)	\$30,628	2.8	2.1	\$32,000	\$34,469	(NA)	\$36,501	(NA)
2001	178.4	1.2	1.4	\$31,241	2.0	2.3	\$32,000	\$34,879	(NA)	\$37,304	(NA)
2002	180.3	1.1	1.2	\$31,828	2.2	2.4	\$32,000	\$35,251	(NA)	\$38,125	\$32,713
2003	183.9	2.0	1.1	\$32,631	2.2	2.5	\$32,000	\$35,856	\$32,438	\$38,964	\$33,368
2004	187.6	2.0	1.2	\$33,348	2.2	2.3	\$32,000	\$36,678	\$32,810		
2006	196.2	2.0	1.6	\$34,832	2.2	2.5	\$32,000	\$38,160	\$33,574	\$40,697	\$35,013
2008	203.0	2.0	1.6	\$36,382	2.2	2.5	\$32,000	\$39,696	\$34,691	\$42,507	\$36,665
2010	211.3	2.0	2.0	\$38,000	2.2	2.5	\$32,000	\$41,302	\$35,312	\$44,398	\$38,521
2012	219.8	2.0	2.0	\$39,680	2.2	2.5	\$32,000	\$42,870	\$37,216	\$46,373	\$40,471

(1) Honolulu Consumer Price Index (CPI), 1982-1984=100. DBEDT, OSER, March, 2003.

(2) Annual percent change in CPI. Figures from 2003 to 2012 are guess estimates and only for illustration purposes.

(3) Average annual percent change in CPI computed as prior 8 years average. Like column (2), it is assumed that CPI will increase by 2.0 percent per year after 2002.

(4) Average annual wages, DLIR, Labor and Occupational Information Hawaii (LOIH).

(5) Annual percent change in average wages. Figures from 2002 to 2012 are guess estimates and only for illustration purposes.

(6) Average annual percent change in wages computed as prior 7 years average. Like column (5), it is assumed that average wages will increase by 2.2 percent per year after 2001.

(7) Legislative salary

(8) Adjusted legislative salary using annual change in CPI. [column (7) x column (2) / 100]

(9) Adjusted legislative salary using average annual growth rate in CPI for every 8 years. [column (7) x column (3) / 100]

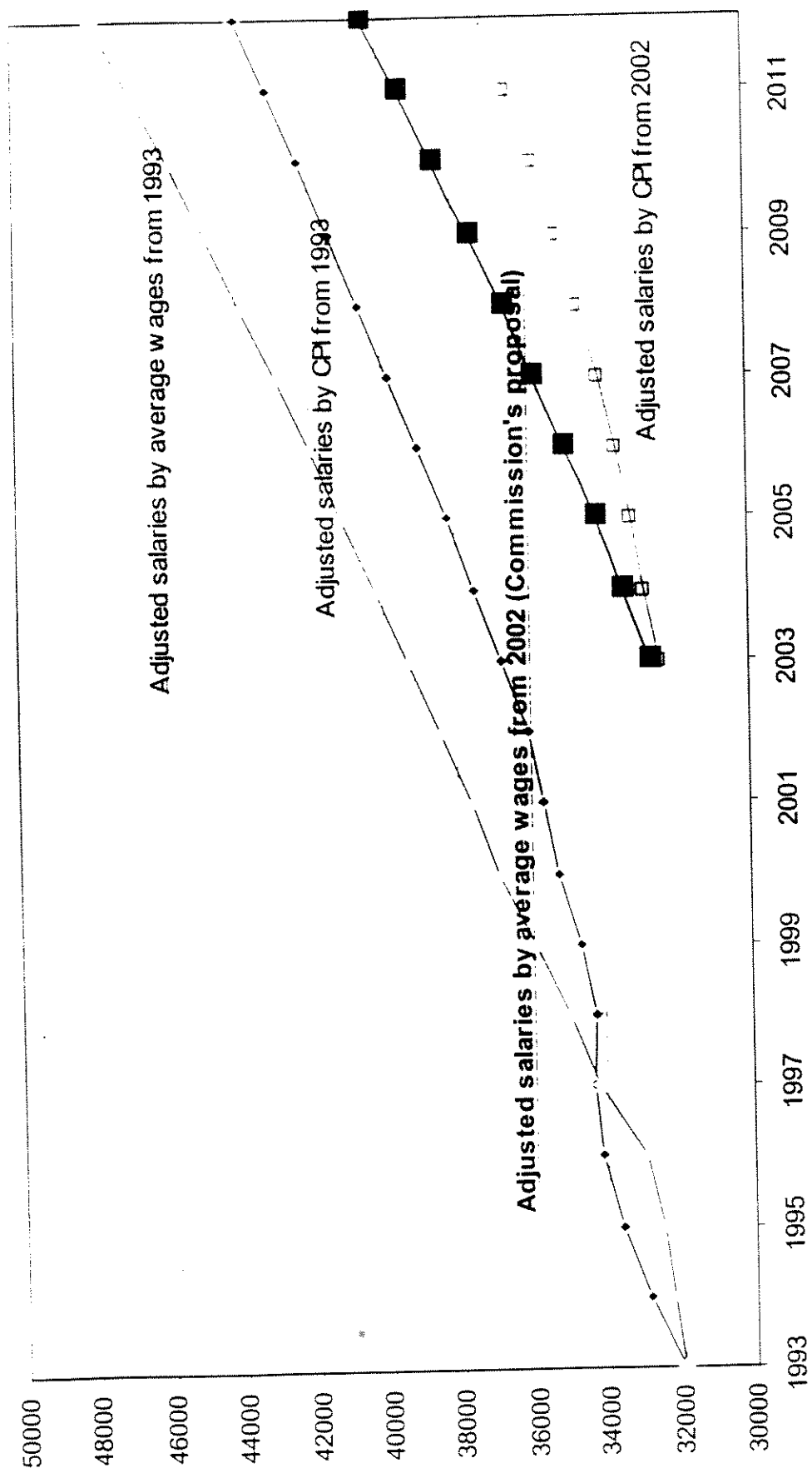
(10) Adjusted legislative salary using annual change in wages. [column (7) x column (5) / 100]

(11) Adjusted legislative salary using average annual change in wages for every 7 years. [column (7) x column (6) / 100]

\* Shaded area indicates estimation and/or projection



Figure 1: Options for Legislative Salary Increase



## Recommendations of the Commission

Based on its objective analysis, the 2002 Legislative Salary Commission proposes the following recommendations for upward adjustment of the legislative salary levels *starting in 2005*.

### Recommendations:

- Increase the current \$32,000 legislative salary level by 6.7 % in 2005 to \$34,200.
- Increase the legislative salary levels every two years thereafter (2007, 2009, 2011) based on the annual average growth rate in annual average wages. The annual average growth rate of average wages is calculated using the last seven years for which current wage data are available from the Department of Labor & Industrial Relations. However, this percentage increase should not exceed 2.5 percent per year or a total of 5.0 percent for any two year period after 2005.
- Increase in 2005, the salary differential for the Senate President and the House Speaker from \$5,000 to \$7,500. This annual \$7,500 difference in salary levels will be in effect and should remain the same at least through 2011 when the next salary commission's recommendations would take effect.
- Recommend that the non-salary components of compensation for the legislators including per diem be reviewed by the agencies/entities, which can effectuate changes to those items as appropriate.

Table 1 summarizes the Commission's recommendations and illustrates an example of the proposed salary changes for 2007, 2009 and 2011, if average wages were increasing hypothetically by 2.2 percent per year between 2002 and 2011. It should be noted that based on the proposed 2.5 percent maximum allowable growth cap in salary levels between 2005 and 2011, the proposed increase in salary level could not exceed \$40,500 in 2011. This represents a maximum allowable increase of 18.4 percent by 2011 over the current level.

### Justification:

Since 1993, private and public salary levels have been upgraded while legislative salary levels have been held at \$32,000 per year. If legislative salaries had been periodically increased to correspond with economic changes, the current salary level would exceed the 2002 Commission's recommendation for the 2005 legislature.

For example, between 1993 and 2002, the CPI increased by 12.6 percent (from 160.1 to 180.3). Had the legislative salary kept pace with the CPI, 2002 salary levels would have risen to \$35,250. Using another statistical index, the average annual wages in Hawai'i increased by 17.7 percent from \$26,544 in 1993 to \$31,241 in 2001 (see Table 2).

The Commission's recommendation of a 6.7 percent upward adjustment for 2005 is considerably less than the increases in either of these two statistical indices since 1993 (see Figure 1). The Commission's proposed incremental increase for 2007, 2009 and 2011 are less than or equal to 2.5 percent per year.

# **APPENDIX A**

## **Questions & Answers**

The following questions and answers provide an overview of what the 2002 Legislative Salary Commission is doing and why.

## **1. What is the 2002 Legislative Salary Commission?**

The periodic appointment of public individuals to review and make recommendations on legislative salaries is mandated by our State Constitution. The 2002 Commission is the third such commission established pursuant to Article III, Section 9 of the Hawai'i State Constitution, which provides:

*"There shall be a commission on legislative salary, which shall be appointed by the governor on or before November 30, 1978, and every eight years thereafter. Not later than the fortieth legislative day of the 1979 regular legislative session and every eight years thereafter, the commission shall submit to the legislature and the governor recommendations for a salary for members of the legislature, and then dissolve. The recommended salary submitted shall become effective as provided in the recommendation unless the legislature disapproves the recommendation by adoption of a concurrent resolution prior to adjournment sine die of the legislative session in which the recommendation is submitted or the governor disapproves the plan by a message of disapproval transmitted to the legislature prior to such adjournment. Any change in salary which becomes effective shall not apply to the legislature to which the recommendation for the change in salary was submitted."*

The 2002 Legislative Salary Commission is required to submit recommendations to adjust the salaries of the Hawai'i State Legislature to both the Legislature and the Governor. Those recommendations take effect unless the Legislature or the Governor disapproves by the end of the 2003 legislative session. Upon submission of its recommendations, the Commission is dissolved. The next Commission will be appointed by the Governor on or before November 30, 2010.

Members of the 2002 Commission are: Warren Daspit (Chair), Sharon Narimatsu, Marie Okamura (Vice-chair), Tom Sugita, and Howard Tagomori.

## **2. What is the 2002 Commission's philosophy?**

In carrying out its task to make recommendations regarding legislative salary adjustments for the eight years between 2005 and 2012, the Commission reviewed and analyzed Hawai'i's legislative salaries dating back to 1978. Even in these difficult fiscal times, it is the mission of the Legislative Salary Commission to fairly review current legislative salaries and to determine what should be considered fair compensation for carrying out legislative duties. In this regard, the Commission has discussed and adopted the following to guide its mission:

- Hawai'i State legislators are deserving of some form of an increase in salary in 2005, as opposed to maintaining the status quo or imposing a decrease in pay.

- Though the Hawai'i Legislature is officially considered part-time, the amount of time and energy actually required to sufficiently address constituency demands throughout the year carries beyond the regular definition of part-time.
- Any salary increase should occur every two-years to coincide with each new legislature and to reflect traditional budget cycles.
- Non-salary benefits will be considered in its deliberations, although the Commission cannot make recommendations affecting these benefits.
- The Commission recognizes and wants to maintain a minimum \$5,000 pay differential for the President of the Senate and the Speaker of the House.

### **3. When do the Commission's recommendations become effective?**

- The salary recommendations offered by the Commission affect the Legislators between 2005 and 2012. The current Legislature is unaffected by the 2002 Commission's recommendations.

### **4. What are legislators current salaries?**

- State legislators in Hawai'i currently earn \$32,000 per year, with the President of the Senate and the Speaker of the House receiving \$37,000 per year.

### **5. What are legislators' current non-salary benefits?**

- Legislators earn no vacation or sick leave and are not eligible for overtime. They receive the same holidays as other State employees.
- Medical and other insurance is determined on the same basis as other State employees, as are personal savings options such as deferred compensation and savings bond deductions.
- Contributory retirement for legislators is consistent with that of State judges – 3.5%.
- While on official business, all legislators are eligible to receive \$80 per diem for neighbor island travel (this includes neighbor island legislators attending session on O'ahu) and \$130 per diem for mainland travel. This is consistent with other State employees. During the interim, however, all legislators are eligible to receive \$10 per diem for official business conducted on their **home island**.

- All legislators are eligible for downtown parking stalls during session at the standard State rate. Free parking at all State airports is offered.
- All legislators receive a \$5,000 expense account, though there are stringent regulations and limitations on how that money may be spent.

## **6. Why does the Commission feel a raise is necessary?**

- Hawai'i's legislators have not received a salary adjustment for 10 years and have earned the same salary since 1993. In 1995, the Legislature did not approve any salary adjustments recommended by the 1994 Legislative Salary Commission.
- The time frame between the operation of each commission, their recommendations, and any subsequent salary adjustments can be as much as twelve years. If the current Commission should recommend salary adjustments, the soonest these could take effect would be in 2005, and illustrates the potential twelve year lag between 1993 and 2005.
- Should no salary adjustments be recommended or approved under this Commission, the next opportunity for salary adjustments will not be until 2012 or a time lag of 19 years.

## **7. How can the public receive information or provide comments?**

- Handouts will be available at each of the public informational meetings. Anyone wishing to have information mailed to them can call either Kerry Yoneshige at 586-0696 or Scott Derrickson at 587-2805.
- The Commission has a web site where information about the Commission and downloadable files covering common questions and the draft methodologies and salary options are available. The address of the site is:  
[www.hawaii.gov/dbedt/op/Salary\\_Commission](http://www.hawaii.gov/dbedt/op/Salary_Commission)
- The general public can provide comments orally at public informational meetings scheduled on March 13 (Maui), March 14 (Hilo, Lihu'e), or March 17 (O'ahu) or at any of the regular scheduled public meetings of the Commission.
- Written comments will be received up until March 21, 2003 and can be sent to P.O. Box 119, Attn: Kerry Yoneshige, Honolulu, Hawai'i 96810-0119. Another option is providing comments via e-mail to [kerry.k.yoneshige@hawaii.gov](mailto:kerry.k.yoneshige@hawaii.gov) or [sderrickson@dbedt.hawaii.gov](mailto:sderrickson@dbedt.hawaii.gov)



# **APPENDIX B**

## **Scenarios & Options**

The following scenarios and options are being presented by the 2002 Legislative Salary Commission for review and comment. All salary levels shown in this document are for the purpose of illustrating the application of a given scenario. Once a specific method for determining legislative salaries has been selected, the proposed salary levels may vary from the figures shown.

Although the current Commission was appointed in 2002 and makes its recommendations to the Governor and Legislature in 2003, any salary adjustments will not go into effect until 2005 at the earliest. This is pursuant to language within Article III, Section 9 of the Hawai'i State Constitution. Therefore, the draft salary options contained within this document show adjusted salaries beginning with 2004 when the Commission makes the recommendations.

## **DEFINITIONS**

### **Scenario:**

As used within this document, a scenario is a method used to determine how legislative salaries could be calculated. The Commission is currently considering the use of two different scenarios: Scenario 1 utilizes the Consumer Price Index (CPI) and Scenario 2 utilizes an Average Annual Wages index. These scenarios provide commonly used statistical measures that would allow either one-time or periodic adjustments to occur.

### **Consumer Price Index (CPI):**

The consumer price index (CPI) is a statistical measure of change over time in the prices of various commodities and services in major expenditure groups such as food, housing, apparel, transportation, health and recreation typically purchased by urban consumers. Essentially it measures the purchasing power of consumers' dollars by comparing what a fixed market basket of goods and services costs today with what that same market basket cost at an earlier date. The CPI is often called the "cost of living index" since it reflects the buying habits of a population. However it measures only price changes which is just one of several important factors affecting living costs.

### **Average Annual Wages:**

The statewide average annual wages for all workers covered by State and federal unemployment insurance programs are tabulated by the Department of Labor and Industrial Relations (DLIR). DLIR computes the average annual wages by dividing total wages by the corresponding average annual employment. According to DLIR, employment reflects the number of employees who worked for employers subject to Unemployment Insurance, technically referred to as covered employment. This represents all full-time and part-time employees who worked during or received pay for the payroll period including the twelfth of each month. Wages include all remuneration paid to covered civilian workers.

### **Option:**

As used within this document, an option represents different ways or assumptions to adjust the base salary using one of the scenarios. The Commission currently is considering two different options for each of the Scenarios. Option 1 (Adjust from 2002) assumes that a scenario will be applied beginning in 2002, the year in which this Commission was appointed and began its deliberations. Option 2 (called Catch Up) assumes a scenario will be applied starting with 1994, the year when the last Legislative Salary Commission made recommendations.

## SCENARIO 1: CPI INDEX

The last time Legislative salaries were adjusted was in 1993. Between 1993 and 2003, these salaries have remained the same at \$32,000. Therefore, it may be argued that legislative salaries have not kept pace with increases in the cost of living in Hawai'i. Based on changes in the Honolulu Consumer Price Index for urban dwellers (CPI-U) since 1993, the current legislative salary level is 10.2 percent below a CPI-adjusted salary level for 2002. To recoup this diminished buying power, legislators would have had to earn about \$36,700 in 2004 verses their current salary of \$32,000. This erosion in earning power will continue and worsen if salaries are not adjusted to reflect the higher prices of goods and services in market. Scenario 1 uses the rate of change in the CPI to adjust salaries.

The CPI fluctuates from year to year. In order to smooth out these yearly fluctuations, the CPI factor that will be used to adjust salaries for a given year represents a moving eight year average. This average uses the previous eight years CPI to arrive at a CPI factor that is then multiplied by the current year salary. The resulting figure represents the next year's salary. The most current CPI figures are for 2002. Therefore, for the purpose of illustrating the application of Scenario 1 under each option – CPI rates for future years has been assumed to be 2.0% per year.

### Option 1 (Adjust from 2002)

This option begins application of the CPI starting with 2002 and adjusts the current base salary of \$32,000. Under Option 1, the 2003 salary level is adjusted by average annual change in CPI from 1993 to 2001. Once the salary level for 2003 is estimated, it is adjusted by the average annual change in CPI between 1994 and 2002 to adjust the 2004 salary level. In a similar fashion the 2012 salary level is adjusted by the average annual change in CPI between 2002 and 2010. See Table 1 under Scenario 1, Option 1.

### Option 2 (Catch Up)

This option begins application of the CPI starting with 1994 and begins adjusting the base salary at that time which was \$32,000. The "catch up" option attempts to make the 2004 year salary level equal in buying power to that of \$32,000 in 1994. To do that, each year the salary is readjusted by the average annual change in CPI up to 2004. Each year thereafter, until 2012, the salary is readjusted by the annual change in CPI. See Table 1 under Scenario 1, Option 2.

**Table 1. Draft Legislative Salary Options for 2004 <sup>1/</sup> and 2012**

Scenarios	Options	Adjusted Salary	2004	2012 <sup>3/</sup>
Scenario 1	Option 1 (adj. from 2002)	Using the growth rate in CPI <sup>2/</sup>	\$32,800	\$37,300
	Option 2 (catch up)	Using CPI	\$36,700	\$43,000

<sup>1/</sup> Not implemented until 2005.

<sup>2/</sup> Average annual growth rate in CPI for previous 8 years.

<sup>3/</sup> These projected salary levels are purely hypothetical based on the assumption that CPI will increase by 2 percent annually and average wages will increase by 2.2 percent annually.

## SCENARIO 2: Average Annual Wages

The last time Legislative salaries were adjusted was in 1993. Between 1993 and 2003, these salaries have remained the same at \$32,000. Legislative salaries in 1993 were approximately the same as average annual wages for that year. Therefore, it may be argued that legislative salaries have not kept pace with increases in the average annual wages in Hawai'i. Scenario 2 uses the rate of change in the average annual wages to adjust salaries.

The Annual Average Wages generally increases from year to year to reflect positive changes in productivity and inflation. In order to smooth out these yearly variations, the Annual Average Wages factor that could be used to adjust salaries for a given year represents a moving seven year average. This average uses the previous seven years Average Annual Wages figures to arrive at an Average Annual Wages factor that is then multiplied by the current year salary. The resulting figure represents the next year's salary. The most current Average Annual Wages figures are for 2001. Therefore, for the purpose of illustrating the application of Scenario 2 under each option – the growth in Average Annual Wages for future years has been assumed to be 2.2% per year.

### Option 1 (Adjust from 2002)

This option begins application of the Average Annual Wages factor starting with 2002 and adjusts the current base salary of \$32,000. Under Option 1, the 2003 salary level is adjusted by the yearly growth in the average annual wages from 1993 to 2000. Once the salary level for 2003 is estimated, it is adjusted by the yearly growth in average annual wages between 1994 and 2001 to adjust the 2004 salary level. In a similar fashion the 2012 salary level is adjusted by the yearly growth in average annual wages between 2002 and 2009. See Table 2 under Scenario 2, Option 1.

### Option 2 (Catch Up)

This option begins application of the Average Annual Wages factor starting with 1994 and begins adjusting the base salary at that time which was \$32,000. The "catch up" option attempts to make the 2004 year salary level and beyond equal to the average wage for each year. To do that, each year the salary is readjusted by the yearly growth in average annual wages. The salary is readjusted accordingly until 2012. See Table 2 under Scenario 2, Option 2.

**Table 2. Draft Legislative Salary Options for 2004 <sup>1/</sup> and 2012**

Scenarios	Options	Adjusted Salary	2004	2012 <sup>3/</sup>
Scenario 2	Option 1 (adj. from 2001)	Using the growth rate in average wages <sup>2/</sup>	\$33,400	\$40,100
	Option 2 (catch up)	Using average wages	\$39,000	\$46,400

<sup>1/</sup> Not implemented until 2005.

<sup>2/</sup> Average annual growth rate in average wages for previous 7 years.

<sup>3/</sup> These projected salary levels are purely hypothetical based on the assumption that CPI will increase by 2 percent annually and average wages will increase by 2.2 percent annually.

# **APPENDIX C**

## **Results of State Legislator Survey**

**2002 Legislative Salary Commission**  
**Results of Legislator Survey**  
(sent to all 2003 Legislators who held office in 2002)

Number of Surveys sent to Legislators = 76  
Number of Surveys returned by Legislators = 43  
Survey Response rate = 57%

Responses to Questions

- 1) Please estimate the number of hours per week you spent on legislative duties or activities during calendar year 2002.

**Average during session = 62 hours/week**

*Average during interim = 30 hours/week*

- 2) Do you consider the Legislature your primary employment?

Yes = 30                      No = 12

- 3) Did you have employment other than as a Legislator during 2002?

Yes = 32                      No = 11

If yes, how many hours per week did you work at all other employment combined in 2002?

*Average during session = 8 hours/week*

*Average during interim = 25 hours/week*

- 4) The 1986 Legislative Salary Commission recommended an incremental increase after four years of an eight-year salary plan. Would you prefer two-year increases, four-year increases, or some other increment if the total was the same?

**Two-year = 23**

**Four-year = 7**

**Other = 9**

No

increase = 2

Annual = 1

Every 8 years = 6



## **APPENDIX D**

### **Public Meetings Notice and Press Release**

LINDA LINGLE  
GOVERNOR



WARREN DASPIT  
CHAIR

MARIE OKAMURA  
VICE CHAIR

SHARON HARIMATSU  
TOM SUGITA  
HOWARD TAGOMORI

STATE OF HAWAII  
2002 LEGISLATIVE SALARY COMMISSION  
1151 PUNCHBOWL STREET, ROOM 412  
HONOLULU, HAWAII 96813

## NEWS RELEASE

For immediate release: March 24, 2003

### 2002 Legislative Salary Commission To Make Recommendation

At 10:00 a.m. on March 25, 2003, the Legislative Salary Commission (the Commission) will convene to approve its final report and to submit to the Legislature and the Governor, its recommendation for legislative salary adjustments which would be effective from 2005. "The recommendation embodies a goal of the Commission to establish a process to keep the Legislature's salaries somewhat comparable with the market place," said Chair Warren Daspit.

Key points of the recommendation will be.

- Increases based on the average annual growth rate in the average annual wages over the previous seven years period.
- Salary adjustments to occur every two years based on the changes in the index.
- A salary cap of 2.5 percent for any increase in any given year.
- Additional compensation for the Senate President and House Speaker increased from \$5,000 to \$7,500.

The Commission's meeting on March 25, 2003 will be at the Kalanimoku Building, Room 410, 1151 Punchbowl Street. The final report will be available at the Commission's website – [http://www.hawaii.gov/dbet/op/salary\\_commission.htm](http://www.hawaii.gov/dbet/op/salary_commission.htm) after March 25, 2003. For hardcopy requests of the final report, contact Kerry Yoneshige at (808) 586-0696 or Scott Derrickson at (808) 587-2805.

LINDA LINGLE  
Governor



WARREN DASPIT  
Chair

MARIE OKAMURA  
Vice Chair

TOM SUGITA

SHARON NARIMATSU

HOWARD TAGOMORI

**STATE OF HAWAII**  
**2002 LEGISLATIVE SALARY COMMISSION**  
1151 PUNCHBOWL STREET, ROOM 412  
HONOLULU, HAWAII 96813

For Immediate Release: **March 11, 2003**  
Legislative Salary Commission News Release

**2002 LEGISLATIVE SALARY COMMISSION**  
**PUBLIC INFORMATIONAL MEETINGS**

STATEWIDE— The 2002 Legislative Salary Commission has scheduled a series of public informational meetings to discuss proposed salary recommendations for State Legislators. These meetings will be for the purpose of presenting draft recommendations to the public and soliciting public input. The meeting will begin with formal presentations to provide an overview of the Commission's mandate, discuss the methodology and salary options under consideration, and then solicit public comment on the draft recommendations.

The Hawai'i State Constitution, Article III Section 9, calls for the appointment of a legislative salary commission every eight years to make recommendations to the Governor and the State Legislature for adjusting the salaries of State legislators. Members of the Legislative Salary Commission were appointed by former Governor Benjamin J. Cayetano on November 30, 2002. The Commission's purpose is to submit to the State Legislature and the Governor recommendations for a salary for members of the Legislature no later than March 25th of the regular session of 2003.

Meetings will be held using the State's video-conferencing capabilities at three neighbor island sites and the State Capitol Auditorium. Further information on the meetings and draft recommendations can be found at the Salary Commission's website - [http://www.hawaii.gov/dbedt/op/salary\\_commission.htm](http://www.hawaii.gov/dbedt/op/salary_commission.htm).

Thursday March, 13  
4:15 - 6:00 p.m.  
Wailuku Videoconference Center  
Wailuku Judiciary Building  
2145 Main Street, First Floor

Friday March 14  
4:15 - 6:00 p.m.  
Lihu'e Videoconference Center  
Lihu'e State Office Building  
3060 Eiwa Street, Basement

Friday, March 14  
4:15 - 6:00 p.m.  
Hilo Video Conference  
Hilo State Office Building  
75 Aupuni Street, Basement

Monday, March 17  
4:15 - 6:00 p.m.  
State Capitol Auditorium  
State Capitol  
415 South Beretania Street

For additional information or to have information mailed to you - contact: Kerry Yoneshige at (808) 586-0696 or Scott Derrickson at (808) 587-2805. Public comments will be accepted by mail at P.O. Box 119, Attention: Kerry Yoneshige, Honolulu, Hawai'i 96810-0119 or via e-mail to [kerry.k.yoneshige@hawaii.gov](mailto:kerry.k.yoneshige@hawaii.gov) or [sderrick@dbedt.hawaii.gov](mailto:sderrick@dbedt.hawaii.gov).

**Public Notice**  
**2002 Legislative Salary Commission**  
**Public Informational Meetings**

The 2002 Legislative Salary Commission will be holding public informational meetings at the locations and dates listed below. These meetings will be for the purpose of presenting draft recommendations to the public and soliciting public input. The meetings will be utilizing the video-conferencing facilities at State office buildings.

The Hawai'i State Constitution calls for the appointment of a legislative salary commission every eight years to make recommendations to the Governor and the State Legislature for adjusting the salaries of State legislators.

The meeting will begin with formal presentations to provide an overview of the Commission's mandate, discuss the methodology and salary options under consideration, and then solicit public comment on the draft recommendations. . Copies of the draft options and other material will be available at the meeting sites or can be viewed and downloaded from the internet from the Salary Commission's website:

[www.hawaii.gov/dbedt/op/Salary\\_Commission.htm](http://www.hawaii.gov/dbedt/op/Salary_Commission.htm)

**Thursday March, 13**  
**4:15 – 6:00 p.m.**

Wailuku Videoconference Center  
Wailuku Judiciary Building  
2145 Main Street, First Floor  
Wailuku, HI 96793

**Monday March 17**  
**4:15 – 6:00 p.m.**

State Capitol Auditorium  
State Capitol  
415 South Beretania Street  
Honolulu, HI 96813

**Friday March, 14**  
**4:15 – 6:00 p.m.**

Hilo Videoconference Center  
Hilo State Office Building  
75 Aupuni Street, Basement  
Hilo, HI 96720

**Friday March 14**  
**4:15 – 6:00 p.m.**

Lihu'e Videoconference Center  
Lihu'e State Office Building  
3060 Eiwa Street, Basement  
Lihu'e, HI 96766

For additional information or to have information mailed to you - contact: Kerry Yoneshige at (808) 586-0696 or Scott Derrickson at (808) 587-2805. Public comments will be accepted by mail at 1151 Punchbowl Street, Room 412, Attention: Kerry Yoneshige, Honolulu, Hawai'i 96813 or via e-mail to [kerry.k.yoneshige@hawaii.gov](mailto:kerry.k.yoneshige@hawaii.gov) or [sderrick@dbedt.hawaii.gov](mailto:sderrick@dbedt.hawaii.gov)

# **APPENDIX E**

## **Local Media Coverage**

# Starbulletin.com

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Tuesday, March 18, 2003

## Panel considers legislator pay raise

**Raises of 2.5 percent to  
14.7 percent are being suggested**

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By Richard Borreca  
[rborreca@starbulletin.com](mailto:rborreca@starbulletin.com)

A new legislative salary commission is considering various plans to give pay raises to the 76 legislators ranging from 2.5 percent to 14.7 percent every two years until 2012.

The suggested raises would then put the salaries at between \$40,100 and \$46,400 by 2012, depending on what method is used to calculate the increase.

The salary commission meets every eight years to recommend a salary for the legislators. The pay raises go into effect automatically unless two-thirds of each chamber or the governor reject them.

Because the Legislature previously rejected a pay raise, the legislative pay has remained at \$32,000 since 1993.

Commission members said in a draft statement, "Legislators are deserving of some form of an increasing salary in 2005, as opposed to maintaining the status quo or imposing a decrease in pay."



The commission must send its recommendations to the Legislature before the legislative sessions ends in May.

Commission members are Warren Daspit, chairman; former state Tax Director Marie Okamura, vice chairwoman; Sharon Narimatsu; Tom Sugita; and former Maui police Chief Howard Tagomori.

The salary increases would be for lawmakers starting in 2005. Commissioners are also recommending that salary increases should occur every two years to coincide with each new legislative cycle.

The commission said it also wanted to retain the \$5,000 pay differential above a legislator's salary for the Senate president and speaker of the House.

Besides the \$32,000 pay, lawmakers now get \$5,000 for personal expenses. They also are eligible for downtown state parking at rates lower than those for private facilities, and free parking at state airports. They get the same medical and insurance benefits as other state employees, and contributory retirement is the same as for state judges.

Commissioners are basing their choices on adjusting the salary through either the consumer price index or average annual wages.

Legislative reaction appears divided on the need for an increase.

Senate Democratic leader Colleen Hanabusa said the plan would have to come to the Legislature before any discussion can take place.

"They should look at a cost-of-living increase," said Hanabusa (D, Nanakuli-Makua). "It has been a number of years since there has been a pay raise."

She added, "The bottom line is, let us debate it and decide."

Republican Sen. Sam Slom, however, said he was against any pay raise.

"This is public service," said Slom (R, Diamond Head-Hawaii Kai).

"All of us got in here knowing they would make a financial sacrifice."

But Sen. Brian Taniguchi (D, Manoa), Ways and Means Committee chairman, said that while he "wasn't really thinking of this as being a moneymaking venture," he acknowledges that a pay increase is needed.

"I am hoping they do something that will be reasonable," Taniguchi said.

"If you don't, just the wealthy and the really poor would be able to run," he said.

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## State of Hawaii

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Posted on: Wednesday, March 19, 2003

## Lawmakers likely to get raise in 2005

By Bruce Dunford  
Associated Press

The state's Legislative Salary Commission, a panel named by the governor once every eight years, voted yesterday to recommend that pay for members of the House and Senate be increased every two years, based on the growth rate in the average annual wages in Hawai'i.

The increase, starting in 2005, would be the first pay raise for the 25 senators and 51 representatives since 1987, when their pay was set at \$32,000 with an additional \$5,000 each for the Senate president and House speaker.

Under the state constitution, lawmakers, before the 2003 session ends May 1, would need to approve a concurrent House and Senate resolution to reject the latest commission's recommendation, or Gov. Linda Lingle could reject it. Otherwise, the recommendation goes into effect.

Because it won't take effect until 2005, only 13 members of the Senate who are now serving four-year terms would get the higher pay without first having to be re-elected. House members all serve two-year terms.

Lawmakers now make \$32,000 a year. Under the proposal, pay for lawmakers in office in 2005 would go to \$34,200, based on the average annual growth rate in the average annual wages over the previous seven years.

It's estimated the salaries would climb to \$35,900 in 2007, \$37,600 in 2009 and \$39,200 in 2011 at which time the next salary commission would be convened. The annual growth based on the average annual wages would be capped at 2.5 percent.

In a separate motion yesterday, the commission voted to recommend the additional pay for House speaker and Senate president increase from \$5,000 to \$7,500, effective in 2005, putting the salaries for those offices at about \$46,700.

Commission Chairman Warren Daspit said the commission wanted to establish a system linking the pay of legislators to the growth in wages in the community.

"That's why we moved to a two-year indexing process because we feel that'll be helpful in terms of keeping the Legislature's salaries somewhat in line with what goes on in the regular marketplace," he said.

### **Back**

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2004 REPORT OF THE  
EXECUTIVE SALARY COMMISSION  
  
FEBRUARY 17, 2004

Members:

Mr. Raymond H. Fujii, Chairperson  
Ms. Sherrilee K. Dodson, Vice-Chairperson  
Mr. Harold W. Bradshaw, Jr.  
Ms. Clarice Y. Hashimoto  
Mr. Dean K. Hirata

Executive Salary Commission  
State of Hawai'i  
February 17, 2004

---

The Honorable Members of the  
Twenty-Second Legislature  
State of Hawai'i  
State Capitol  
Honolulu, Hawaii 96813

Ladies and Gentlemen:

Introduction and Legislative Intent

In 2003, Act 122 established Section 26-55, Hawaii Revised Statutes, which created the Executive Salary Commission (ESC). Act 122 specifically mandates:

- “(a) There is established within the department of human resources development, for administrative purposes only, the executive salary commission. The commission shall consist of five members. Two members shall be appointed by the president of the senate, two members shall be appointed by the speaker of the house of representatives, and one member shall be appointed by the chief justice of the supreme court. Vacancies in these positions shall be filled in the same manner. The members of the commission shall serve without compensation but shall be reimbursed for expenses necessary for the performance of their duties.
- (b) The commission shall review the salaries of the governor, the lieutenant governor, the administrative director of the State, and the department heads or executive officers of the departments of accounting and general services, agriculture, attorney general, budget and finance, business, economic development, and tourism, commerce and consumer affairs, Hawaiian home lands, health, human resources development, human services, labor and industrial relations, land and natural resources, public safety, taxation, and transportation. The commission, shall also review the salary of the deputy to the superintendent of education. The commission shall recommend an appropriate salary for the governor, the lieutenant governor, and each department head or executive officer, and appropriate salary ranges for the deputy department heads. The commission may recommend different salaries for department heads and executive officers and different salary ranges for deputies or assistants to department heads;



provided that the commission shall recommend the same salary range for deputies or assistants to departments heads within the same department; provided further that the appointing official shall specify the salary for a particular position within the applicable range.

- (c) The commission may seek assistance from the department of human resources development and any other agency in conducting its review, and all agencies shall fully cooperate with the commission and provide any necessary information to the commission upon request.
- (d) The commission shall convene in the month of November 2003, and every eight years thereafter. Not later than the fortieth legislative day of the regular session of 2004, and every eight years thereafter, the commission shall submit a report of its findings and its salary recommendations to the legislature, through the governor. The commission may include incremental increases that take effect over the span of years occurring prior to the convening of the next salary commission. The recommended salaries submitted by the commission shall become effective July 1 of the next fiscal year unless the legislature disapproves the recommended salaries submitted by the commission through the adoption of a concurrent resolution, which shall be approved by a simple majority of each house of the legislature, prior to adjournment sine die of the legislative session in which the recommended salaries are submitted; provided that, pursuant to section 3 of article V of the State Constitution, the salaries of the governor and the lieutenant governor shall not be decreased for their respective terms and the new salaries shall not take effect until the beginning of the next term for those offices. The governor shall include the salary amounts, recommended by the commission and approved by the legislature, in the executive budget. If the salary amounts recommended by the commission are disapproved by the legislature, the commission shall reconvene in the month of November following the legislature disapproval to review the legislature's reasons for disapproving its salary recommendation. The commission may submit a report of its findings and submit a new salary recommendation to the legislature of the next regular session. The commission's reconvening following a legislative disapproval shall not toll the eight year cycle."

After reviewing various 2003 standing committee reports relating to Act 122, we, the Executive Salary Commission have clearly addressed a number of the Legislative concerns and intentions found therein. Most notably, the Commission's recommendations will address Legislative

concerns and intentions regarding incremental increases throughout the eight year span occurring prior to the convening of the next salary commission; present Executive salaries have not been modified since 1990, resulting in grossly outdated salaries when compared to other states and the private sector; and many qualified individuals are not presently willing or financially able to serve in appointed government positions because the financial sacrifice is too great. As mentioned in one committee report, "The public will benefit from efficient management of government operations and services as a result of greater numbers of qualified individuals willing to serve in government positions". This will be a direct positive result of our following recommendations to increase salaries for State executives incrementally in the coming years.

### Process and Findings

On November 4, 2003, the Executive Salary Commission held its initial meeting. We nominated and unanimously elected Mr. Raymond H. Fujii as our chairperson and Ms. Sherrilee K. Dodson as vice-chairperson. Other Commission members are Mr. Harold W. Bradshaw, Jr.; Ms. Clarice Y. Hashimoto and Mr. Dean K. Hirata.

After reviewing Act 122, related State & Counties (See Attachment 1), and National Data, we decided additional data would be useful and requested the following information:

- a. Input from the Governor, the Lieutenant Governor, each Department Head, each Deputy Department Head, the Administrative Director of the State, and the Deputy to the Superintendent of Education regarding salary recommendations and information for their individual positions.
- b. A copy of the Council of Revenues latest forecast.
- c. Revised tables covering National Data on Selected State Administrative Officials from the Book of the States.

At our next meeting on December 2, 2003, we received the additional requested information on the "Council of Revenues" latest forecast report (see Attachment 2) and revised tables covering the National Data on selected States Administrative Officials from the 2003 Book of the States (See Attachment 3). We were also provided information on retirement benefits that the Governor, Lieutenant Governor, Administrative Director of the State, State Directors, and Deputy Directors are entitled to from Mr. David Shimabukuro, Employees' Retirement System Administrator.

At our next meeting on December 9, 2003, we acknowledged receipt of the "Departmental Submissions for the Executive Salary Commission" and the Department of Education's responses which amounted to over one inch of

printed material. After discussion, we decided to divide the fifteen departments into groups of three for further study by individual Commission members who would report their findings back to the entire Commission at subsequent meetings. We decided to utilize the following factors to evaluate the Departments:

- a. Number of employees supervised.
- b. Amount of operating budgets.
- c. Comparison to comparable private sector jobs (market data).
- d. Other state's and counties' data.
- e. Benefits.

Other significant factors we considered were the last State executive pay raises had been effective January 1, 1990; incremental raises would be part of our recommendations; different rates for the various departments would be explored; and the current and future economic condition of the State needed to be considered. We also felt that all present incumbents entered these Executive positions knowing what the current salaries are, thus it is a fair expectation for them to continue to receive no less than those current salaries.

At this meeting, we also heard a presentation from Mr. Mark Fukuhara, Hawaii Employer – Union Health Benefits Trust Fund Administrator. Mr. Fukuhara pointed out there are no difference in the health fund benefits provided to top level executives and all other State employees.

Our next two meetings (December 19 and January 7) were spent receiving reports on the fifteen departments from our individual Commission members and seeking additional data as necessary. Materials presented were summarized and placed in a table – see Attachment 4.

### Recommendations

We decided to individually go over all materials presented and formulate tentative salary recommendations for all jobs being reviewed by ourselves. Then, we all got together at our next meeting (January 15), discussed the jobs one by one, resolved any differences, and unanimously came up with our final recommendations. In our final overall review, two major factors we weighed heavily were (1) the "Council of Revenues" projections which links into the current and future economic conditions of the State; and (2) the fact that the last State executive pay raises were granted on January 1, 1990 – this means sixteen (16) years will have passed since our Governor, Lieutenant Governor and Administrative Director of the State will possibly receive recommended raises in 2006, and fourteen (14) years will have passed since our State Department Heads and Deputy Department Heads will possibly receive recommended raises

in 2004. Both of these factors, coupled with the State's tough financial economic position and our concern for the ability of our citizens to fund these increases, led us to our salary recommendations. The following table reflects our recommendations (effective July 1, 2004, for Department Heads and Deputies; effective 2006, for the Governor, Lieutenant Governor and the Administrative Director of the State):

Department	Eff Dt	Title	Amount	Annual % Increase Since Jan. 1, 1990
	2006	Governor	\$112,000	1.05%
	2006	Lt. Governor	\$100,000	.66%
	2006	Administrative Director of the State	\$100,000	.66%
Dept of Attorney General	2004	Dept Head	\$105,000	1.50%
		Deputy Dept Head	\$91,350 – \$96,600	1.54%
Dept of Health, Dept of Transportation, Dept of Accounting & General Services, Dept of Commerce & Consumer Affairs, Dept of Taxation, Dept of Budget & Finance	2004	Dept Heads	\$100,000	1.14%
		Deputy Dept Heads	\$87,000 – \$92,000	1.19%
Dept of Human Services, Dept of Labor & Industrial Relations, Dept of Land and Natural Resources, Dept of Business & Economic Development and Tourism	2004	Dept Heads	\$95,000	.77%
		Deputy Dept Heads	\$82,650 - \$87,400	.82%
Dept of Human Resources Development, Dept of Hawaiian Home Lands, Dept of Agriculture, Dept of Public Safety	2004	Dept Heads	\$90,000	.38%
		Deputy Dept Heads	\$78,300 – \$82,800	.43%

In addition, we recommend a two percent compounded adjustment be made annually as reflected on Attachment 5.

Upon our review of the salary for the Deputy to the Superintendent of Education, we recommend deferring to the Board of Education on this matter.

The Commission respectfully submits these recommendations for your final review and approval.

Sincerely,

---

Raymond H. Fujii, Chairperson

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Sherrilee K. Dodson, Vice-Chairperson

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Harold W. Bradshaw, Jr.

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Clarice Y. Hashimoto

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Dean K. Hirata

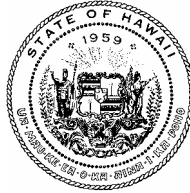
## COMPARISON OF EXECUTIVE PAY RATES FOR STATE AND COUNTIES

Positions	STATE	C&C HONOLULU	HAWAII	MAUI	KAUAI
GOVERNOR	94,780				
LT. GOVERNOR	90,041				
MAYOR		112,200	85,050	96,000	73,118
M.D./ADMIN. ASS'T.		107,100	79,296	90,000	70,193
DEPUTY M.D.		102,000	75,516		
PROS ATTORNEY		99,807	80,208	83,000	69,371
1ST DEPUTY P.A.		94,554	75,516	79,000	64,168
DEPUTIES (Pros Atty & Corp Counsel)		35,382 - 98,508	40,104 - 72,192	44,136 - 69,264	41,622 - 64,168
DEPT. HEADS	85,302	99,807	75,516	83,000	69,371
		110,206 (Police, Fire)	94,068 (Water)	(Police, Public Wks, Water)	(Corp Counsel ,Planning, Finance, Public Wks, Water)
		106,044 (Water)	91,599 (Police, Fire)	80,000 (Corp Counsel, Finance Per, Planning, Fire, Transportation)	66,073 (Per, Fire, Comm Asst. Police, C. Clerk)
		79,512 (City Clerk)		77,000 (Liquor, Hsing, Personnel)	64,731 (Eco Dev)
					55,000 (Liquor)
DEPUTIES	72,886 - 77-966	94,554	71,928	79,000	41,622 - 64,168
		104,583 (Police Fire)	87,804 (Water)	(Police, Public Works, Water)	(Planning, Finance, Public Wks, Water)
		100,992 (Water)	87,232 (Police, Fire)	76,000 (1st Corp Counsel, Fire, Finance, Per., Planning)	36,671 - 61,118 (Police, C Clerk)
				73,000 (Hsing, Personnel Liquor)	
SPEAKER/PRES	37,000				
MEMBERS HSE/SEN	32,000				
CHAIRPERSON		48,450	36,312	48,000	31,938
COUNCIL MEMBERS		43,350	32,700	44,000	28,744



**LINDA LINGLE**  
GOVERNOR

**JAMES R. AIONA, JR.**  
LT. GOVERNOR



**MICHAEL A. SKLARZ**  
CHAIRMAN

**RICK VON GNECHTEN**  
VICE-CHAIRMAN

**MEMBERS:**

Carl S. Bonham  
Vito Galati  
Pearl Imada Iboshi  
Ernest K. Nishizaki  
Jack P. Suyderhoud

**COUNCIL ON REVENUES**

STATE OF HAWAII  
P.O. BOX 259  
HONOLULU, HAWAII 96809

September 15, 2003

The Honorable Linda Lingle  
Governor, State of Hawaii  
Executive Chambers  
State Capitol, Fifth Floor  
Honolulu, Hawaii 96813

Dear Governor Lingle:

At its meeting of September 15, 2003, the Council on Revenues confirmed that the general fund tax growth rates for the current fiscal biennium will be 6.2% for FY2004 and 6.9% for FY2005. Details of the updated forecasts of state general fund tax revenues for FY2004 to FY2010 are presented in the attached table 1.

The latest economic data indicate that Hawaii's economy was growing slightly better than expected in FY2003. For FY2004, while the visitor industry is expected to grow moderately, the Council found that the construction industry output will increase at a rapid pace. The indicator of future private construction, the value of private building authorizations, grew more than 40% in FY2003. State government construction expenditures, based on data provided by the Department of Budget and Finance, are projected to grow about 25% in the current fiscal year. The Department of Taxation estimated that recent changes in the federal tax laws will provide an estimated increase in disposable income of about \$420 million in FY2004. Also, the Council expects that total personal income will increase about 5.0% in FY2004 and 5.2% in FY2005.

Tax revenue data for the first two months of the current fiscal year indicate that the Council's tax revenue projections are very consistent with the current trend, considering technical factors such as weekend effect, the \$16.5 million transfer of franchise tax payment under protest from the general fund to the litigated claims fund and variations in income tax refunds. While tax credits will continue to impact the growth rate of tax revenues, forecasts of tax credits are subject to large measurement errors due to lack of data. As a result, the Council continues to reiterate the challenge of forecasting revenues over the next several years as the impacts of significant changes in tax laws, especially recent business incentive tax credits, interact with external factors such as volatile capital market and geopolitical events.

As always, the Council assumes that the State will not be subject to any other unusual occurrences, potential losses due to decreases in federal allocations, or any prolonged or crippling strikes, and has considered existing tax laws only.

Estimates for general fund non-tax revenues have been increased for FY2004, primarily due to transfers from non-general funds pursuant to Act 178, SLH 2003. Special Fund non-tax revenues have been increased for FYs 2004-09, primarily due to increased federal grants for the Unemployment Insurance

The Honorable Linda Lingle  
September 15, 2003  
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Program and increased transfers from general obligation bond funds to the Educational Facilities Improvement Special Fund. Other than Special Fund Revenues have been increased for FYs 2004-09, primarily due to higher amounts for federal grants; including Department of Human Services (Medicaid, Social Services Block grants, and Foster Care) and Department of Education (English as a Second Language and At-Risk Student) federal grants; including Department of Defense impact aid to the Department of Education.

Please advise us if we can be of further assistance or if we can answer any questions you may have.

Sincerely,

MICHAEL A. SKLARZ  
Chairman

Attachments

## ESTIMATES OF GENERAL FUND TAX REVENUE: FY 2004 to FY 2010

(in thousands of dollars)

TYPE OF TAX	ACTUAL		ESTIMATED						
	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
General Excise & Use 4/	\$1,612,333	\$1,792,699	\$1,865,713	\$1,949,538	\$2,047,110	\$2,148,665	\$2,251,990	\$2,364,068	\$2,481,682
Income - Individual	1,071,239	1,037,706	1,132,657	1,233,142	1,312,050	1,403,795	1,492,021	1,587,282	1,684,810
Income - Corporation	45,477	8,262	26,256	34,960	34,746	72,139	78,219	85,162	91,029
Public Service Company	93,406	114,115	126,870	138,713	149,907	160,744	171,410	182,069	192,851
Insurance Premiums	67,941	73,240	78,509	83,089	86,523	97,025	107,505	116,081	122,244
Tobacco & Licenses 1/	64,469	71,273	88,320	94,469	96,335	98,388	100,602	102,742	104,959
Liquor & Permits	39,091	41,186	42,477	43,822	45,032	46,264	47,506	48,746	50,001
Banks & Other Fin Corps 5/	5,164	20,341	(8,517)	9,784	11,688	13,182	14,292	15,496	16,598
Inheritance & Estate 2/	16,624	15,524	10,490	5,468	-	-	-	-	-
Miscellaneous	5,515	6,231	6,791	7,230	7,520	7,793	8,058	8,317	8,579
Transient Accommodation Tax 3/	27,271	1,466	8,400	10,374	10,942	11,545	12,175	12,826	13,509
<b>NET TOTAL</b>	<b>\$3,048,530</b>	<b>\$3,182,043</b>	<b>\$3,377,966</b>	<b>\$3,610,589</b>	<b>\$3,801,853</b>	<b>\$4,059,540</b>	<b>\$4,283,778</b>	<b>\$4,522,789</b>	<b>\$4,766,262</b>
<b>GROWTH RATE</b>	<b>-3.5%</b>	<b>4.4%</b>	<b>6.2%</b>	<b>6.9%</b>	<b>5.3%</b>	<b>6.8%</b>	<b>5.5%</b>	<b>5.6%</b>	<b>5.4%</b>

**Notes:**

1/ Act 246, SLH 2002, raises the cigarette tax to 6 cents each on October 1, 2002; to 6.5 cents on July 1, 2003; and to 7 cents on July 1, 2004.

2/ Federal Economic Growth and Tax Relief Act of 2001 phases out the federal estate tax and the state credit.

3/ Deposits of 44.8% of TAT revenues to counties (Act 156, SLH 1998); 32.6% to tourism special fund and 5.3% to TAT trust fund (Act 250, SLH 2002); 17.3% to convention center enterprise fund (Act 253, SLH 2002); all net of general fund deposits of excess of fund ceilings.

4/ Act 100, SLH 2003, provides a nonrefundable attractions & educational facilities tax credit equal to 100% of certain costs incurred after May 31, 2003, & before June 1, 2009, for the development of such facilities at Ko Olina Resort & Marina & the Makaha Resort. Of the maximum \$7.5 million credit per year, the General Fund loss is estimated at \$4 million.

5/ Transfers \$16.5 million of the franchise tax to the Litigated Claims Fund in 2004.

Extracted from "The Book of the States, 2003, Volume 35"  
The Council of State Governments

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Gov</i>	<i>Key</i>
1	New York	E	179,000	
2	Michigan	M	177,000	
3	California	W	175,000	
4	New Jersey	E	157,000	
5	Illinois	M	150,691	
6	Connecticut	E	150,000	
7	Pennsylvania	E	144,416	
8	Washington	W	139,087	
9	Massachusetts	E	135,000	jj
10	Wyoming	W	130,000	
11	Georgia	S	127,303	
12	Ohio	M	126,485	
13	Virginia	S	124,855	kk
14	Wisconsin	M	122,406	
15	Minnesota	M	120,303	
16	Florida	S	120,171	
17	Missouri	S	120,087	
18	Maryland	S	120,000	
19	North Carolina	S	118,430	
20	Nevada	W	117,000	
21	Texas	S	115,345	
22	Delaware	E	114,000	
23	Iowa	M	107,482	
24	South Carolina	S	106,078	
25	Kentucky	S	103,018	
26	Mississippi	S	101,800	
27	Alabama	S	101,432	
28	Oklahoma	S	101,040	
29	New Hampshire	E	100,690	
30	Utah	W	100,600	
31	Idaho	W	98,500	
32	Kansas	M	95,446	
33	South Dakota	M	95,389	
34	Arizona	W	95,000	
35	Indiana	M	95,000	
36	Louisiana	S	95,000	
37	Rhode Island	E	95,000	
<b>38</b>	<b>Hawaii</b>	<b>W</b>	<b>94,780</b>	
39	Oregon	W	93,600	
40	Colorado	W	90,000	
41	New Mexico	W	90,000	
42	West Virginia	S	90,000	
43	Montana	W	88,190	
44	Vermont	E	88,026	
45	Tennessee	S	85,000	
46	Alaska	W	83,280	
47	North Dakota	M	83,013	
48	Arkansas	S	71,738	
49	Maine	E	70,000	
50	Nebraska	M	65,000	

RANK	38
AVERAGE	111,354
MEDIAN	102,409

Regional average	E	123,086
Regional average	M	112,565
Regional Average	W	107,311
Regional average	S	105,908
Regional Average without California	W	101,670

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Lt Gov</i>	<i>Key</i>
1	New York	E	151,500	
2	California	W	131,250	
3	Michigan	M	123,000	
4	Massachusetts	E	120,000	(jj)
5	Pennsylvania	E	119,399	
6	Illinois	M	115,235	
7	Florida	S	115,112	
8	North Carolina	S	104,523	
9	Maryland	S	100,000	
10	Texas	S	99,122	
11	Hawaii	W	90,041	
12	Kentucky	S	87,580	
13	Louisiana	S	85,008	
14	Georgia	S	83,148	
15	Rhode Island	E	80,000	
16	Utah	W	78,200	
17	Connecticut	E	77,756	
18	Alaska	W	77,712	
19	Missouri	S	77,184	
20	Iowa	M	76,698	
21	Indiana	M	76,000	
22	Oklahoma	S	75,530	
23	Ohio	M	73,715	(b)
24	Washington	W	72,705	
25	Wisconsin	M	69,579	
26	Colorado	W	68,500	
27	New Mexico	W	65,000	
28	North Dakota	M	64,452	
29	Minnesota	M	62,980	
30	Montana	W	62,471	
31	Delaware	E	60,000	
32	Mississippi	S	60,000	
33	Nebraska	M	60,000	
34	Vermont	E	50,253	
35	Nevada	W	50,000	
36	Tennessee	S	49,500	(s)
37	Alabama	S	48,620	
38	South Carolina	S	44,737	
39	Virginia	S	36,321	
40	Arkansas	S	34,673	
41	Kansas	M	26,967	
42	Idaho	W	26,000	
43	South Dakota	M	12,635	(ee)

RANK	11
AVERAGE	75,421
MEDIAN	75,530

Regional Average	W	74,914
Regional average	M	69,206
Regional average	S	68,816
Regional average	E	65,891
Regional Average without California	W	70,219

#### JURISDICTIONS WITH FOOTNOTES

Maine	E	(s)
New Hampshire	E	(s)
New Jersey	E	(s)
West Virginia	S	(s)
Arizona	W	(a-2)
Oregon	W	(a-2)
Wyoming	W	(a-2)

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Secretary of State</i>	<i>Key</i>	
1	New Jersey	E	137,165		
2	Virginia	S	128,479		
3	Tennessee	S	127,308		
4	Michigan	M	124,900		
5	California	W	123,750		
6	Illinois	M	123,700		
7	New York	E	120,800		
8	Massachusetts	E	120,000		
9	Texas	S	117,546		
10	Florida	S	116,056		
11	Georgia	S	112,776		
12	Wyoming	W	110,000		
13	Delaware	E	103,900		
14	Pennsylvania	E	102,343		
15	North Carolina	S	94,552		
16	South Carolina	S	92,007		
17	Ohio	M	90,725		
18	Missouri	S	90,471		
19	<b>[Hawaii]</b>	<b>W</b>		<b>(a-1)</b>	<b>90,041]</b>
20	Oklahoma	S	90,000		
21	Washington	W	89,004		
22	Louisiana	S	85,000		
23	Iowa	M	82,940		
24	Kentucky	S	82,521		
25	Idaho	W	80,000		
26	Nevada	W	80,000		
27	Rhode Island	E	80,000		
28	Vermont	E	75,317		
29	Mississippi	S	75,000		
30	Kansas	M	74,148		
31	Oregon	W	72,000		
32	Arizona	W	70,000		
33	Maryland	S	70,000		
34	Colorado	W	68,500		
35	North Dakota	M	68,000		
36	Montana	W	67,512		
37	Alabama	S	66,722		
38	Minnesota	M	66,169		
39	Indiana	M	66,000		
40	New Hampshire	E	65,540		
41	Nebraska	M	65,000		
42	New Mexico	W	65,000		
43	West Virginia	S	65,000		
44	South Dakota	M	64,812		
45	Wisconsin	M	62,549		
46	Connecticut	E	50,000		
47	Arkansas	S	43,000		

RANK	19
AVERAGE	87,526
MEDIAN	81,261

Regional average	S	91,027
Regional average	E	85,507
Regional Average	W	82,440
Regional average	M	80,813
Regional Average without California	W	78,997

#### JURISDICTIONS WITH FOOTNOTES

Alaska	W		(a-1)
<b>Hawaii</b>	<b>W</b>		<b>(a-1)</b>
Utah	W		(a-1)
Maine	E		N.A.



<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Attorney general</i>
1	New York	E	151,500
2	California	W	148,750
3	New Jersey	E	137,165
4	Illinois	M	132,963
5	Wisconsin	M	127,868
6	Washington	W	126,443
7	Georgia	S	125,871
8	Alabama	S	124,951
9	Michigan	M	124,900
10	Massachusetts	E	122,500
11	Florida	S	118,957
12	Tennessee	S	118,416
13	Pennsylvania	E	118,262
14	Delaware	E	114,400
15	Virginia	S	110,667
16	Nevada	W	110,000
17	Iowa	M	105,430
18	North Carolina	S	104,523
19	Missouri	S	104,332
20	Maryland	S	100,000
21	Oklahoma	S	94,349
22	Ohio	M	93,434
23	Minnesota	M	93,000
24	Texas	S	92,217
25	South Carolina	S	92,007
26	Mississippi	S	90,800
27	Vermont	E	90,272
28	Arizona	W	90,000
29	Wyoming	W	89,067
30	Alaska	W	88,548
31	Idaho	W	88,500
32	Kentucky	S	87,580
33	New Hampshire	E	85,753
<b>34</b>	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>
35	Kansas	M	85,267
36	Louisiana	S	85,000
37	Rhode Island	E	85,000
38	Utah	W	84,600
39	Connecticut	E	81,562
40	South Dakota	M	80,995
41	Colorado	W	80,000
42	Indiana	M	79,400
43	Maine	E	78,062
44	Oregon	W	77,200
45	Montana	W	75,550
46	West Virginia	S	75,000
47	New Mexico	W	72,500
48	North Dakota	M	71,076
49	Nebraska	M	64,500
50	Arkansas	S	59,781

RANK	34
AVERAGE	91,404
MEDIAN	91,404

Regional average	E	106,448
Regional average	S	99,028
Regional average	M	96,258
Regional Average	W	93,574
Regional Average without California	W	88,976

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Adjutant general</i>	<i>Key</i>
1	California	W	146,785	
2	<b>Hawaii</b>	<b>W</b>	<b>143,879</b>	
3	Connecticut	E	140,272	
4	New Jersey	E	137,165	
5	Louisiana	S	129,130	
6	Colorado	W	121,200	
7	New York	E	120,800	
8	North Dakota	M	117,936	
9	Michigan	M	112,717	
10	Washington	W	112,594	
11	Florida	S	112,594	
12	Georgia	S	112,594	
13	Oklahoma	S	112,593	
14	Minnesota	M	108,400	
15	Kentucky	S	104,445	
16	Idaho	W	102,440	
17	Pennsylvania	E	102,343	
18	Ohio	M	101,670	
19	Arizona	W	100,000	
20	Oregon	W	99,396	
21	Texas	S	98,625	
22	Virginia	S	98,327	
23	Illinois	M	98,135	
24	Indiana	M	98,046	
25	South Dakota	M	92,248	
26	South Carolina	S	92,007	
27	Wisconsin	M	92,000	
28	Maine	E	91,208	
29	Iowa	M	90,123	
30	Tennessee	S	89,688	
31	Kansas	M	88,555	
32	Alaska	W	88,548	
33	North Carolina	S	87,944	
34	Nevada	W	87,792	
35	Wyoming	W	87,719	
36	Delaware	E	86,800	
37	Arkansas	S	86,751	
38	New Mexico	W	86,400	
39	Maryland	S	85,594	(b)
40	Rhode Island	E	81,404	
41	New Hampshire	E	81,191	
42	Utah	W	80,576	
43	Missouri	S	80,472	
44	Mississippi	S	80,000	
45	Montana	W	77,563	
46	West Virginia	S	75,000	
47	Alabama	S	74,113	
48	Nebraska	M	73,588	
49	Vermont	E	71,136	

RANK	2
AVERAGE	98,786
MEDIAN	92,248

Regional average	S	95,436
Regional average	M	97,583
Regional Average without California	W	99,009
Regional average	E	101,369
Regional Average	W	102,684

#### JURISDICTIONS WITH FOOTNOTES

Massachusetts	E	---
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<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Administration</i>	<i>key</i>	
1	Louisiana	S	153,920		
2	South Carolina	S	148,000		
3	Arizona	W	129,224		
4	Virginia	S	128,479		
5	Tennessee	S	127,308		
6	California	W	123,255		
7	Wisconsin	M	122,000		
8	Colorado	W	121,200		
9	Oregon	W	120,876		
10	Illinois	M	120,861		
11	Michigan	M	120,000		
12	Massachusetts	E	117,500		
13	Georgia	S	116,093		
14	Arkansas	S	115,960		
15	Pennsylvania	E	115,000		
16	Florida	S	113,877		
17	Missouri	S	111,156		
18	Minnesota	M	108,400		
19	Washington	W	106,130		
20	Iowa	M	105,772		
21	Rhode Island	E	105,570		
22	Nevada	W	103,301		
23	North Carolina	S	102,119		
24	Maryland	S	99,379	(b)	
25	Delaware	E	96,900		
26	Kansas	M	93,884		
27	Maine	E	91,208		
28	Vermont	E	90,210		
29	Indiana	M	89,962		
30	South Dakota	M	89,918		
31	Alaska	W	88,548		
32	New Hampshire	E	85,753		
33	<b>[Hawaii]</b>	<b>W</b>		<b>(a-9)</b>	<b>85,302]</b>
34	Mississippi	S	85,000		
35	Kentucky	S	84,580		
36	Wyoming	W	84,067		
37	Connecticut	E	84,000		
38	Idaho	W	82,098		
39	Alabama	S	81,600	(b)	
40	Texas	S	81,120		
41	Nebraska	M	78,663		
42	Utah	W	76,000	(b)	
43	Oklahoma	S	75,000		
44	West Virginia	S	75,000		
45	Ohio	M	73,715	(b)	

RANK	33
AVERAGE	102,787
MEDIAN	102,710

Regional average	S	104,752
Regional average	M	100,318
Regional Average	W	99,012
Regional Average without California	W	96,991
Regional average	E	78,614

#### JURISDICTIONS WITH FOOTNOTES

New Jersey	E		N.A.
New York	E		N.A.
North Dakota	M		N.A.
<b>Hawaii</b>	<b>W</b>		<b>(a-9)</b>
Montana	W		(a-4)
New Mexico	W		(a-16)

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Agriculture</i>	<i>key</i>
1	New Jersey	E	137,165	
2	California	W	131,412	
3	Colorado	W	121,200	
4	New York	E	120,800	
5	Michigan	M	120,000	
6	Florida	S	119,415	
7	Illinois	M	113,114	
8	Connecticut	E	110,913	
9	Georgia	S	110,247	
10	Minnesota	M	108,400	
11	Washington	W	106,130	
12	North Carolina	S	104,523	
13	Pennsylvania	E	102,343	
14	Wisconsin	M	100,800	
15	Arizona	W	100,000	
16	Oregon	W	99,396	
17	Maryland	S	99,379	(b)
18	Delaware	E	96,900	
19	Missouri	S	95,846	
20	Texas	S	92,217	
21	South Carolina	S	92,007	
22	Virginia	S	90,327	
23	South Dakota	M	89,918	
24	Tennessee	S	89,688	
25	Massachusetts	E	89,001	
26	Kansas	M	88,640	
27	Iowa	M	87,990	
28	Maine	E	87,692	
29	Kentucky	S	87,580	
30	Arkansas	S	86,587	
<b>31</b>	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
32	Idaho	W	85,072	
33	Louisiana	S	85,000	
34	Nevada	W	82,451	
35	Montana	W	80,703	
36	Nebraska	M	80,693	
37	Oklahoma	S	80,000	
38	Mississippi	S	75,000	
39	Vermont	E	74,859	
40	Indiana	M	74,431	
41	Wyoming	W	73,568	
42	Alaska	W	71,604	
43	New Mexico	W	70,512	
44	West Virginia	S	70,000	
45	Ohio	M	66,851	(b)
46	North Dakota	M	66,509	
47	Alabama	S	66,258	
48	Utah	W	64,600	(b)
49	New Hampshire	E	64,036	
50	Rhode Island	E	46,379	(b)

RANK	31
AVERAGE	90,869
MEDIAN	88,821

Regional average	E	93,009
Regional average	M	90,668
Regional average	S	90,292
Regional Average	W	90,150
Regional Average without California	W	86,712

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Budget</i>	<i>key</i>
1	Kentucky	S	185,000	
2	New York	E	161,949	
3	California	W	131,412	
4	Connecticut	E	130,118	
5	Georgia	S	126,283	
6	Michigan	M	125,000	
7	Pennsylvania	E	122,500	
8	Colorado	W	121,200	
9	Illinois	M	120,500	
10	New Jersey	E	120,000	
11	Florida	S	119,982	
12	Virginia	S	116,977	
13	Texas	S	115,648	
14	Maryland	S	115,456	(b)
15	Delaware	E	111,200	
16	Massachusetts	E	110,496	
17	Oregon	W	109,620	
18	South Carolina	S	105,168	
19	Louisiana	S	104,811	
20	Arizona	W	100,000	
21	Alaska	W	99,732	
22	North Dakota	M	96,228	
23	Arkansas	S	95,224	
24	Rhode Island	E	95,188	(b)
25	Indiana	M	93,561	
26	Iowa	M	93,376	
27	Nebraska	M	91,693	
28	Wisconsin	M	91,417	
29	Tennessee	S	88,008	
30	New Hampshire	E	85,753	
31	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
32	Kansas	M	83,989	
33	Washington	W	81,723	
34	Montana	W	80,704	
35	Maine	E	80,267	
36	Oklahoma	S	80,000	
37	New Mexico	W	76,877	
38	Utah	W	76,000	(b)
39	Alabama	S	74,113	
40	Ohio	M	73,715	(b)
41	West Virginia	S	72,396	
42	Wyoming	W	71,294	
43	Mississippi	S	58,876	

RANK	31
AVERAGE	101,832
MEDIAN	96,228

Regional average	E	109,176
Regional average	S	106,526
Regional average	M	96,862
Regional Average	W	93,667
Regional Average without California	W	90,490

#### JURISDICTIONS WITH FOOTNOTES

Missouri	S		N.A.
Nevada	W		(a-5)
Idaho	W		(a-15)
Minnesota	M		(a-15)
North Carolina	S		(a-15)
South Dakota	M		(a-15)
Vermont	E		(a-15)

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Finance</i>	<i>key</i>	
1	Connecticut	E	178,001		
2	South Carolina	S	148,000		
3	California	W	131,412		
4	Washington	W	131,246		
5	Tennessee	S	127,308		
6	Pennsylvania	E	122,500		
7	North Carolina	S	121,435		
8	Arkansas	S	115,960		
9	Maryland	S	115,456	(b)	
10	Virginia	S	112,653		
11	Delaware (h)	E	111,200		
12	Minnesota	M	108,400		
13	New Jersey	E	106,742		
14	Kentucky	S	104,445		
15	Arizona	W	100,748		
16	Wisconsin	M	98,000		
17	South Dakota	M	96,445		
18	North Dakota	M	96,228		
19	Missouri	S	93,211		
20	Oklahoma	S	90,000		
21	New Mexico	W	86,447		
22	<b>[Hawaii</b>	<b>W</b>		<b>(a-6)</b>	<b>85,302]</b>
23	Mississippi	S	85,000		
24	Vermont	E	81,723		
25	Idaho	W	80,122		
26	Wyoming	W	77,000		
27	Alaska	W	76,536		
28	Alabama	S	74,113		
29	Utah	W	68,350	(b)	

RANK	22
AVERAGE	104,953
MEDIAN	102,597

Regional average	E	114,314
Regional average	S	108,986
Regional average	M	99,948
Regional average	W	91,203
Regional average without California	W	87,853

#### JURISDICTIONS WITH FOOTNOTES

Colorado	W	(a-9)
Florida	S	(a-9)
Georgia	S	(a-4)
<b>Hawaii</b>	<b>W</b>	<b>(a-6)</b>
Illinois	M	(a-6)
Indiana	M	(a-6)
Iowa	M	(a-9)
Kansas	M	---
Louisiana	S	(a-5)
Maine	E	(a-5)
Massachusetts	E	(a-5)
Michigan	M	(a-6)
Montana	W	(a-6)
Nebraska	M	(z)
Nevada	W	(a-9)
New Hampshire	E	(a-5)
New York	E	(a-9)
Ohio	M	(a-6)
Oregon	W	(a-4)
Rhode Island	E	(a-6)
Texas	S	(a-9)
West Virginia	S	(a-5)



<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Commerce</i>	<i>key</i>
1	Mississippi	S	152,700	
2	Georgia	S	141,755	
3	New Jersey	E	137,165	
4	Wyoming	W	130,000	
5	Virginia	S	128,479	
6	Colorado	W	121,200	
7	Illinois	M	120,861	
8	New York	E	120,800	
9	Michigan	M	120,000	
10	Maryland	S	115,456	(b)
11	North Dakota	M	115,008	
12	Arizona	W	115,000	
13	Texas	S	112,352	
14	Oregon	W	109,620	
15	Minnesota	M	108,400	
16	Kansas	M	108,246	
17	Pennsylvania	E	108,028	
18	Washington	W	106,130	
19	Oklahoma	S	105,660	
20	Nevada	W	103,301	
21	Wisconsin	M	101,899	
22	Alabama	S	100,000	
23	North Carolina	S	92,378	
24	Idaho	W	88,858	
25	Alaska	W	88,548	
26	New Hampshire	E	85,753	
27	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
28	South Dakota	M	84,760	
29	Vermont	E	82,160	
30	Indiana	M	79,950	
31	Ohio	M	73,715	(b)
32	Iowa	M	71,768	
33	Montana	W	70,420	
34	West Virginia	S	70,000	
35	Utah	W	64,600	(b)

RANK	27
AVERAGE	103,436
MEDIAN	106,130

Regional average	M	97,074
Regional average	W	97,452
Regional average without California	W	97,452
Regional average	E	100,296
Regional average	S	113,641

#### JURISDICTIONS WITH FOOTNOTES

Tennessee	S	(a-11)
Arkansas	S	(a-11)
Kentucky	S	(a-11)
Louisiana	S	(a-11)
Maine	E	(a-11)
Massachusetts	E	(a-11)
Missouri	S	(a-11)
Nebraska	M	(a-11)
New Mexico	W	(a-11)
Rhode Island	E	(a-11)
Delaware	E	(a-2)
South Carolina	S	(c)
Connecticut	E	---
Florida	S	---
California	W	N.A.

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Comptroller</i>	<i>key</i>
1	New York	E	151,500	
2	California	W	140,000	
3	North Carolina	S	130,078	
4	Tennessee	S	127,308	
5	Pennsylvania	E	123,032	
6	Florida	S	118,957	
7	Massachusetts	E	116,016	
8	Colorado	W	115,776	
9	Alabama	S	115,458	
10	Illinois	M	115,235	
11	Iowa	M	110,739	
12	Georgia	S	110,234	
13	Virginia	S	104,891	
14	Michigan	M	100,246	
15	Maryland	S	100,000	
16	North Dakota	M	96,228	
17	Wisconsin	M	96,025	
18	Oregon	W	94,692	
19	Texas	S	92,217	
20	South Carolina	S	92,007	
21	Delaware	E	90,100	
22	Kentucky	S	87,664	
23	Nebraska	M	86,351	
24	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
25	Alaska	W	85,296	
26	Missouri	S	85,164	
27	Mississippi	S	85,000	
28	Rhode Island	E	81,404	(b)
29	Montana	W	80,704	
30	Maine	E	80,267	
31	Idaho	W	80,000	
32	Nevada	W	80,000	
33	Kansas	M	77,254	
34	Oklahoma	S	77,000	
35	Wyoming	W	77,000	
36	Connecticut	E	70,687	
37	West Virginia	S	70,000	
38	New Hampshire	E	67,473	
39	Arizona	W	53,179	

RANK	24
AVERAGE	96,166
MEDIAN	92,007

Regional average	S	104,116
Regional average	E	98,220
Regional average	M	92,248
Regional average	W	86,365
Regional average without California	W	81,895

#### JURISDICTIONS WITH FOOTNOTES

New Jersey	E	(a-6)
Louisiana	S	(a-5)
New Mexico	W	(a-4)
Ohio	M	(a-4)
Washington	W	(a-4)
Indiana	M	(a-23)
South Dakota	M	(a-23)
Arkansas	S	(a-15)
Minnesota	M	(a-15)
Utah	W	(a-15)
Vermont	E	(a-15)

Rank	State or other jurisdiction	Region	Corrections	key
1	Texas	S	150,000	
2	Connecticut	E	140,272	
3	New Jersey	E	137,165	
4	New York	E	136,000	
5	California	W	131,412	
6	Arizona	W	129,500	
7	South Carolina	S	128,598	
8	Illinois	M	127,576	
9	Michigan	M	125,000	
10	Virginia	S	123,879	
11	Colorado	W	121,200	
12	Georgia	S	119,576	
13	Massachusetts	E	116,016	
14	Oregon	W	115,101	
15	Rhode Island	E	113,793	
16	Pennsylvania	E	113,714	
17	Delaware	E	111,200	
18	Arkansas	S	110,897	
19	Florida	S	110,639	
20	Oklahoma	S	110,000	
21	Minnesota	M	108,400	
22	Wisconsin	M	107,664	
23	Washington	W	106,130	
24	Iowa	M	105,772	
25	Nevada	W	103,301	
26	North Carolina	S	102,119	
27	Kansas	M	96,385	
28	Indiana	M	96,193	
29	Missouri	S	95,844	
30	Maine	E	91,208	
31	Nebraska	M	91,166	
32	Vermont	E	89,694	
33	Tennessee	S	89,688	
34	Alaska	W	88,548	
35	Louisiana	S	86,520	
36	New Mexico	W	86,447	
37	Maryland	S	85,594	(b)
38	Hawaii	W	85,302	
39	Kentucky	S	85,000	
40	Mississippi	S	85,000	
41	Alabama	S	83,699	
42	New Hampshire	E	83,477	
43	South Dakota	M	81,619	
44	Wyoming	W	81,567	
45	Montana	W	77,600	
46	Utah	W	76,000	(b)
47	West Virginia	S	75,000	
48	Ohio	M	73,715	(b)
49	North Dakota	M	72,720	

RANK	38
AVERAGE	103,325
MEDIAN	103,301

Regional average	S	119,809
Regional average	E	113,254
Regional average	W	100,176
Regional average	M	98,746
Regional average without California	W	97,336

#### JURISDICTIONS WITH FOOTNOTES

Idaho	W		N.A.
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<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Economic development</i>	<i>key</i>
1	Kentucky	S	162,750	
2	Mississippi	S	152,700	
3	Wyoming	W	130,000	
4	Connecticut	E	123,961	
5	Colorado	W	121,200	
6	New York	E	120,800	
7	Virginia	S	116,113	
8	Massachusetts	E	116,016	
9	Maryland	S	115,456	(b)
10	Louisiana	S	114,400	
11	Alabama	S	110,000	(b)
12	Oregon	W	109,620	
13	Minnesota	M	108,400	
14	Iowa	M	108,125	
15	Pennsylvania	E	108,028	
16	Washington	W	106,130	
17	Delaware	E	103,900	
18	Arkansas	S	103,761	
19	New Jersey	E	99,800	
20	Missouri	S	95,832	
21	Tennessee	S	95,448	
22	Montana	W	95,000	
23	Nevada	W	92,243	
24	Maine	E	91,208	
25	New Mexico	W	86,466	
26	North Carolina	S	86,285	
27	Utah	W	85,425	
<b>28</b>	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
29	Alaska	W	85,296	
30	Nebraska	M	83,210	
31	South Dakota	M	77,250	
32	Ohio	M	73,715	(b)
33	Wisconsin	M	73,441	
34	Indiana	M	73,125	
35	Vermont	E	69,867	
36	New Hampshire	E	64,036	
37	Idaho	W	63,918	
38	Rhode Island	E	57,635	(b)

RANK	28
AVERAGE	99,102
MEDIAN	97,816

Regional average	S	119,809
Regional average	W	97,967
Regional average without California	W	97,967
Regional average	E	95,525
Regional average	M	74,808

#### JURISDICTIONS WITH FOOTNOTES

California	W		N.A.
Michigan	M		N.A.
Oklahoma	S		N.A.
Kansas	M		(o)
West Virginia	S		(a-8)
South Carolina	S		(a-7)( c)
Arizona	W		(a-7)
Georgia	S		(a-7)
Illinois	M		(a-7)
North Dakota	M		(a-7)
Texas	S		(a-7)
Florida	S		(a-28)

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>General services</i>	<i>key</i>	
1	Connecticut	E	140,272		
2	New York	E	136,000		
3	California	W	123,255		
4	Colorado	W	121,200		
5	Virginia	S	116,003		
6	Florida	S	113,877		
7	Pennsylvania	E	108,028		
8	Wisconsin	M	105,836		
9	Rhode Island	E	105,570		
10	South Carolina	S	102,944		
11	Arkansas	S	102,863		
12	Michigan	M	100,767		
13	Arizona	W	97,690		
14	North Dakota	M	96,228		
15	Texas	S	95,000		
16	Tennessee	S	89,688		
17	Georgia	S	88,864		
18	New Mexico	W	86,447		
19	New Hampshire	E	85,753		
20	Vermont	E	81,682		
21	Maine	E	80,267		
22	Missouri	S	80,196		
23	[Hawaii]	W		(a-25)	72,886]
24	Alabama	S	72,101		
25	Utah	W	64,750	(b)	
26	West Virginia	S	59,756		
27	Nebraska	M	59,000		
28	Montana	W	58,275		
29	Ohio	M	54,974	(b)	

RANK	23
AVERAGE	93,832
MEDIAN	95,614

Regional average	S	130,592
Regional average	E	105,775
Regional average	W	93,257
Regional average	M	93,237
Regional average without California	W	89,924

#### JURISDICTIONS WITH FOOTNOTES

Alaska	W		N.A.
Idaho	W		N.A.
Mississippi	S		N.A.
Nevada	W		N.A.
New Jersey	E		N.A.
Delaware (h)	E		(a-5)
Illinois	M		(a-5)
Indiana	M		(a-5)
Iowa	M		(a-5)
Kansas	M		(a-5)
Kentucky	S		(a-5)
Louisiana	S		(a-5)
Maryland	S		(a-5)
Massachusetts	E		(a-5)
Minnesota	M		(a-5)
North Carolina	S		(a-5)
Oklahoma	S		(a-5)
Oregon	W		(a-5)
South Dakota	M		(a-5)
Washington	W		(a-5)
Wyoming	W		(a-5)

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Health</i>	<i>key</i>
1	Alabama	S	177,076	
2	Arkansas	S	165,287	
3	Georgia	S	160,490	
4	Mississippi	S	157,000	
5	Florida	S	152,000	
6	Virginia	S	147,778	
7	Connecticut	E	140,272	
8	Delaware (h)	E	138,000	
9	New Jersey	E	137,165	
10	New York	E	136,000	
11	Tennessee	S	132,444	
12	Oregon	W	129,942	
13	Illinois	M	127,576	
14	Kansas	M	126,875	
15	Rhode Island	E	126,292	
16	Iowa	M	126,141	
17	North Carolina	S	125,966	
18	Arizona	W	125,000	
19	Michigan	M	125,000	
20	California	W	123,255	
21	Missouri	S	122,436	
22	Colorado	W	121,200	
23	South Carolina	S	116,199	
24	Massachusetts	E	116,016	
25	Maryland	S	115,456	(b)
26	Pennsylvania	E	113,714	
27	Texas	S	112,352	
28	Washington	W	112,216	
29	Indiana	M	111,286	
30	Oklahoma	S	110,000	
31	Minnesota	M	108,400	
32	Louisiana	S	103,416	
33	Wisconsin	M	101,778	
34	Kentucky	S	101,568	(b)
35	Vermont	E	99,091	
36	Idaho	W	99,029	
37	Maine	E	91,208	
38	West Virginia	S	90,000	
39	South Dakota	M	89,918	
40	New Mexico	W	86,447	
41	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
42	Alaska	W	85,296	
43	Nevada	W	85,053	
44	North Dakota	M	83,820	
45	Nebraska	M	83,640	
46	Utah	W	82,800	(b)
47	Montana	W	80,704	
48	Wyoming	W	79,567	
49	New Hampshire	E	76,603	
50	Ohio	M	73,715	(b)

RANK	41
AVERAGE	114,356
MEDIAN	114,585

Regional average	S	126,527
Regional average	E	119,474
Regional average	M	105,286
Regional average	W	99,678
Regional average without California	W	97,713



<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Labor</i>	<i>key</i>
1	New Jersey	E	137,165	
2	California	W	131,412	
3	New York	E	127,000	
4	Connecticut	E	123,961	
5	Colorado	W	121,200	
6	Texas	S	115,000	
7	Pennsylvania	E	113,714	
8	Florida	S	111,718	
9	Georgia	S	110,260	
10	Washington	W	110,015	
11	Arizona	W	109,615	
12	Minnesota	M	108,400	
13	Massachusetts	E	108,000	
14	Wisconsin	M	107,146	
15	Tennessee	S	106,104	
16	Virginia	S	105,748	
17	Illinois	M	105,366	
18	North Carolina	S	104,523	
19	Kentucky	S	104,445	
20	South Carolina	S	104,423	
21	Nevada	W	103,301	
22	Louisiana	S	102,752	
23	Ohio	M	101,442	
24	Maryland	S	99,379	(b)
25	Rhode Island	E	96,980	
26	Arkansas	S	95,442	
27	Delaware (h)	E	93,600	
28	Missouri	S	92,952	
29	Maine	E	91,208	
30	Kansas	M	90,725	
31	Iowa	M	89,958	
32	Alaska	W	88,548	
33	Indiana	M	88,505	
34	New Mexico	W	86,447	
35	Idaho	W	86,278	
<b>36</b>	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
37	Montana	W	80,704	
38	South Dakota	M	79,602	
39	Alabama	S	74,113	
40	Nebraska	M	72,521	
41	Oregon	W	72,000	
42	Vermont	E	70,533	
43	Oklahoma	S	69,000	
44	Wyoming	W	64,637	
45	Utah	W	64,600	(b)
46	New Hampshire	E	64,036	
47	North Dakota	M	60,600	
48	West Virginia	S	60,000	

RANK	36
AVERAGE	95,633
MEDIAN	98,180

Regional average	E	102,620
Regional average	S	97,057
Regional average	M	93,099
Regional average	W	92,620
Regional average without California	W	89,387

#### JURISDICTIONS WITH FOOTNOTES

Mississippi	S		---
Michigan	M		(a-7)

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Natural resources</i>	<i>key</i>
1	California	W	131,412	
2	Virginia	S	128,479	
3	Colorado	W	121,200	
4	Michigan	M	120,000	
5	Connecticut	E	115,673	
6	South Carolina	S	114,197	
7	Illinois	M	113,114	
8	Georgia	S	111,753	
9	New Jersey	E	110,000	
10	Texas	S	109,200	
11	Minnesota	M	108,400	
12	Pennsylvania	E	108,028	
13	Wisconsin	M	108,000	
14	Maryland	S	107,106	(b)
15	Arizona	W	107,000	
16	Iowa	M	105,781	
17	Nebraska	M	105,398	
18	Rhode Island	E	103,789	
19	Nevada	W	103,301	
20	North Carolina	S	102,119	
21	Washington	W	99,462	
22	Massachusetts	E	99,396	
23	Louisiana	S	96,063	
24	Missouri	S	95,808	
25	Kansas	M	92,225	
26	Maine	E	91,208	
27	Indiana	M	90,090	
28	South Dakota	M	89,918	
29	Tennessee	S	89,688	
30	Kentucky	S	88,648	
31	Alaska	W	88,548	
32	New Mexico	W	86,447	
33	Oregon	W	85,944	
34	New Hampshire	E	85,753	
<b>35</b>	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
36	Vermont	E	76,877	
37	Utah	W	76,000	(b)
38	Alabama	S	74,113	
39	Ohio	M	73,715	(b)
40	Wyoming	W	71,567	
41	Montana	W	70,420	
42	West Virginia	S	70,000	
43	North Dakota	M	66,840	
44	Arkansas	S	52,399	(b)

RANK	35
AVERAGE	96,145
MEDIAN	97,730

Regional average	E	102,696
Regional average	M	97,575
Regional average	S	94,461
Regional average	W	93,884
Regional average without California	W	90,472

#### JURISDICTIONS WITH FOOTNOTES

Delaware (h)	E		N.A.
Idaho	W		...
Oklahoma	S		(a-28)
Florida	S		(a-14)
Mississippi	S		(a-14)
New York	E		(a-14)

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Personnel</i>	<i>key</i>
1	New Jersey	E	137,165	
2	Alabama	S	133,494	
3	Michigan	M	127,508	
4	Connecticut	E	123,961	
5	California	W	123,255	
6	Colorado	W	121,200	
7	New York	E	120,800	
8	Pennsylvania	E	119,042	
9	Georgia	S	116,119	
10	Massachusetts	E	116,016	
11	Virginia	S	116,003	
12	South Carolina	S	112,041	
13	Minnesota	M	108,400	
14	Iowa	M	105,772	
15	Kentucky	S	104,445	
16	Delaware (h)	E	103,900	
17	North Carolina	S	102,119	
18	Washington	W	100,589	
19	Oregon	W	99,396	
20	Texas	S	93,929	
21	Alaska	W	91,824	
22	Wisconsin	M	90,000	
23	Tennessee	S	89,688	
24	Arizona	W	88,500	
25	Nevada	W	86,776	
26	Maryland	S	85,594	(b)
27	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
28	Missouri	S	85,164	
29	Florida	S	85,000	
30	Indiana	M	84,142	
31	New Mexico	W	83,000	
32	South Dakota	M	82,451	
33	Idaho	W	82,098	
34	Arkansas	S	81,714	
35	Vermont	E	81,682	
36	Rhode Island	E	81,404	(b)
37	Maine	E	80,267	
38	Nebraska	M	77,267	
39	New Hampshire	E	76,603	
40	Utah	W	76,000	(b)
41	Mississippi	S	75,000	
42	Ohio	M	73,715	(b)
43	Wyoming	W	72,477	
44	Kansas	M	68,074	
45	Oklahoma	S	65,661	
46	Montana	W	64,154	
47	Louisiana	S	60,925	(b)
48	North Dakota	M	59,712	
49	West Virginia	S	55,000	

RANK	27
AVERAGE	92,946
MEDIAN	86,776

Regional average	E	104,084
Regional average	S	91,369
Regional average	M	90,724
Regional average	W	90,352
Regional average without California	W	87,610

#### JURISDICTIONS WITH FOOTNOTES

Illinois	M	(a-5)
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<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Revenue</i>	<i>key</i>
1	New York	E	127,000	
2	Connecticut	E	123,962	
3	South Carolina	S	123,874	
4	California	W	123,255	
5	Colorado	W	121,200	
6	Illinois	M	120,861	
7	Virginia	S	118,718	
8	Arizona	W	118,000	
9	Georgia	S	116,093	
10	Massachusetts	E	116,016	
11	Florida	S	114,800	
12	Washington	W	112,216	
13	Oregon	W	109,620	
14	Minnesota	M	108,400	
15	Pennsylvania	E	108,028	
16	Delaware (h)	E	104,800	
17	Kentucky	S	104,445	
18	Nevada	W	103,301	
19	New Jersey	E	103,000	
20	North Carolina	S	102,119	
21	Missouri	S	102,024	
22	Michigan	M	100,803	
23	Wisconsin	M	100,291	
24	Louisiana	S	96,200	
25	Kansas	M	95,854	
26	Rhode Island	E	95,188	(b)
27	Mississippi	S	91,000	
28	Alabama	S	90,186	(b)
29	Tennessee	S	89,688	
30	Alaska	W	88,548	
31	Indiana	M	88,120	
32	Arkansas	S	87,588	
33	New Mexico	W	86,447	
34	Maine	E	85,758	
35	New Hampshire	E	85,753	
<b>36</b>	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
37	Oklahoma	S	85,000	
38	Nebraska	M	83,636	
39	Vermont	E	81,723	
40	Montana	W	80,704	
41	South Dakota	M	79,602	
42	Wyoming	W	79,567	
43	Maryland	S	79,458	(b)
44	West Virginia	S	75,000	
45	Ohio	M	73,715	(b)
46	Idaho	W	70,304	
47	Utah	W	69,900	(b)
48	North Dakota	M	68,277	

RANK	36
AVERAGE	97,403
MEDIAN	96,027

Regional average	E	103,123
Regional average	S	98,026
Regional average	W	96,028
Regional average without California	W	93,759
Regional average	M	93,663

#### JURISDICTIONS WITH FOOTNOTES

Iowa	M	(a-9)
Texas	S	(a-9)

<i>Rank</i>	<i>State or other jurisdiction</i>	<i>Region</i>	<i>Social services</i>	<i>key</i>
1	Georgia	S	148,235	
2	New Jersey	E	137,165	
3	New York	E	136,000	
4	Alabama	S	135,252	
5	Washington	W	131,246	
6	Illinois	M	127,576	
7	Michigan	M	125,000	
8	Oklahoma	S	125,000	
9	California	W	123,255	
10	Oregon	W	120,876	
11	Arkansas	S	120,107	
12	South Carolina	S	116,199	
13	Rhode Island	E	113,901	
14	Minnesota	M	108,400	
15	Maryland	S	107,106	(b)
16	Ohio	M	106,683	
17	Wisconsin	M	106,400	
18	Pennsylvania	E	104,763	
19	Massachusetts	E	104,485	
20	North Dakota	M	104,472	
21	Nevada	W	103,742	
22	Kentucky	S	100,379	
23	Arizona	W	99,960	
24	North Carolina	S	99,428	
25	Nebraska	M	99,111	
26	Texas	S	95,500	
27	Missouri	S	95,086	
28	Virginia	S	94,778	
29	Kansas	M	92,073	
30	Vermont	E	91,645	
31	Maine	E	91,208	
32	Tennessee	S	89,688	
33	South Dakota	M	89,585	
34	Alaska	W	88,548	
35	New Hampshire	E	85,753	
36	Iowa	M	85,571	
37	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
38	New Mexico	W	83,502	
39	Utah	W	82,800	(b)
40	Indiana	M	82,000	
41	Montana	W	80,704	
42	Wyoming	W	79,567	
43	Louisiana	S	77,875	
44	West Virginia	S	70,644	
45	Idaho	W	15,646	

RANK	37
AVERAGE	101,383
MEDIAN	99,960

Regional average	E	107,436
Regional average	S	105,377
Regional average	M	102,443
Regional average	W	92,236
Regional average without California	W	89,223

#### JURISDICTIONS WITH FOOTNOTES

Colorado	W		N.A.
Connecticut	E		N.A.
Florida	S		N.A.
Mississippi	S		N.A.
Delaware (h)	E		(g)

Rank	State or other jurisdiction	Region	Transportation	key
1	Georgia	S	158,000	
2	Texas	S	155,000	
3	Washington	W	153,472	
4	Connecticut	E	140,272	
5	New Jersey	E	137,165	
6	New York	E	136,000	
7	South Carolina	S	129,780	
8	Virginia	S	128,479	
9	Illinois	M	127,576	
10	Arkansas	S	126,865	
11	Arizona	W	125,500	
12	California	W	123,255	
13	Louisiana	S	121,501	
14	Idaho	W	121,451	
15	Colorado	W	121,200	
16	Oregon	W	120,582	
17	Michigan	M	120,000	
18	Florida	S	118,589	
19	Maryland	S	115,456	(b)
20	Iowa	M	115,211	
21	Pennsylvania	E	113,714	
22	Massachusetts	E	112,500	
23	Rhode Island	E	112,284	
24	Oklahoma	S	110,000	
25	Minnesota	M	108,400	
26	Kentucky	S	104,446	
27	Delaware (h)	E	103,900	
28	Nevada	W	103,301	
29	Wisconsin	M	102,000	
30	Kansas	M	97,617	
31	South Dakota	M	97,240	
32	North Dakota	M	92,700	
33	North Carolina	S	92,378	
34	Maine	E	91,208	
35	Indiana	M	90,636	
36	West Virginia	S	90,000	
37	Tennessee	S	89,688	
38	Alaska	W	88,548	
39	Vermont	E	86,466	
40	New Hampshire	E	85,753	
<b>41</b>	<b>Hawaii</b>	<b>W</b>	<b>85,302</b>	
42	Wyoming	W	83,563	
43	Utah	W	82,800	(b)
44	Montana	W	80,705	
45	Ohio	M	73,715	(b)

RANK	41
AVERAGE	111,375
MEDIAN	112,392

Regional average	S	116,086
Regional average	E	111,926
Regional average	W	105,856
Regional average without California	W	104,406
Regional average	M	101,421

#### JURISDICTIONS WITH FOOTNOTES

Alabama	S	(a-17) (b)
Mississippi	S	(a-17)
Missouri	S	(a-17)
Nebraska	M	(a-17)
New Mexico	W	(a-17)



Source: The Council of State Governments' survey of state personnel agencies, January 2002 and December 2002.

Note: The chief administrative officials responsible for each function were determined from information given by the states for the same function as listed in State Administrative Officials Classified by Function, 2002, published by The Council of State Governments.

Key:

N.A. — Not available.

- - — No specific chief administrative official or agency in charge of function.

(a) Chief administrative official or agency in charge of function:

(a-1) Lieutenant governor.

(a-2) Secretary of state.

(a-3) Attorney general.

(a-4) Treasurer.

(a-5) Administration.

(a-6) Budget.

(a-7) Commerce.

(a-8) Community affairs.

(a-9) Comptroller.

(a-10) Consumer affairs.

(a-11) Economic development.

(a-12) Education (chief state school officer).

(a-13) Energy.

(a-14) Environmental protection.

(a-15) Finance.

(a-16) General services.

(a-17) Highways.

(a-18) Labor.

(a-19) Natural resources.

(a-20) Parks and recreation.

(a-21) Personnel.

(a-22) Post audit.

(a-23) Pre-audit.

(a-24) Public utility regulation.

(a-25) Purchasing.

(a-26) Revenue.

(a-27) Social services.

(a-28) Tourism.

(a-29) Transportation.

(a-30) Welfare.

(b) Salary ranges and top figure in ranges follow:

**Alabama:** Salary normally at a statutory maximum of \$74,113.

**Arkansas:** Salary ranges for, Natural Resources: \$33,850 - 66,461; Pre-audit: \$36,030- 70,767; Public utility regulation: \$38,368-75,396; Solid waste management: \$36,030-70,767.

**Florida:** Salary range for Information Systems: \$48,539 - 98,912.

**Hawaii:** Minimum figure in range: top of range follows: Employment services,\$85,512; Energy,\$93,444; Fish & wildlife,\$ 81,444; Highways, \$85,512; Information systems, \$ 85,512; Mental health & retardation, \$73,872; Parks & recreation, \$85,512; Pre-Audit, \$85,512; Solid waste management,\$81,444; Welfare,\$85,512.

**Idaho:** Salary range for Licensing: \$47,377-74,026.

**Kentucky:** Minimum figure in range: top of range follows: Emergency management,\$80,728; Employment services, \$88,805; Energy, \$80,728; Health, \$162,504; Highways, \$97,683; Licensing, \$ 80,729; Solid waste management, \$60,655.

**Louisiana:** Minimum figure in range: top of range follows :Employment services,\$66,581; Historic preservation, \$50,794; Licensing:, \$83,413; Personnel, \$99,920; Planning, \$76,228; Pre-audit, \$81,564; Welfare, \$87,274.

**Maryland:** Minimum figure in range: top of range follows: Adjutant general, \$115,014; Administration, \$133,538; Agriculture, \$133,538; Banking, \$98,396; \$106,769; Budget, \$155,141; Civil rights, Commerce, \$155,141; Community affairs, \$106,769; Consumer affairs, \$112,454; Corrections, \$115,014; Economic development, \$155,141; Election administration, \$99,136; Emergency management, \$86,118; Employment services, \$92,049; Energy, \$105,183; Environmental protection, \$143,922; Finance, \$155,141; Fish and Wildlife, \$92,049; Health, \$155,141; Higher education, \$143,922; Highway, \$133,538; Historic preservation, \$99,136; Information systems, \$123,919; Insurance, \$133,538; Labor, \$133,538; Licensing, \$106,769; Natural resources, \$143,922; Parks and recreation, \$98,396; Personnel, \$115,014; Planning, \$133,538; Pre-audit, \$106,769; Public library development, \$106,769; Purchasing, \$99,136; Revenue, \$106,769; Social services, \$143,922; Solid waste management, \$92,069; Police, \$143,922; Tourism, \$106,769; Transportation, \$155,141

**Minnesota:** Minimum figure in range: top of range follows: Emergency management, \$88,719; Fish & wildlife, \$88,719; Planning, \$46,834;

**Ohio:** Minimum figure in range: top of range follows: Lieutenant Governor, \$132,350; Administration, \$132,350; Agriculture, \$122,574; Banking, \$102,918; Budget, \$132,350; Civil Rights, \$112,320; Commerce, \$132,350; Corrections, \$132,350; Economic development, \$132,350; Elections administration, \$86,258; Emergency Management, \$ 102,918; Employment services, \$132,350; Energy, \$94,182; Environmental protection, \$132,350; Fish and Wildlife, \$102,918; General services, \$102,918; Health, \$132,350; Information systems, \$112,320; Insurance, \$122,574; Licensing, \$102,918; Mental health and retardation, \$132,350; Natural resources, \$132,350; Parks and recreation, \$102,918; Personnel, \$102,918; Public library development, \$112,320; Public utility regulation, \$132,350; Purchasing, \$102, 918; Revenue, \$132,350; Solid waste management, \$81,598; State police, \$132,350; Transportation, \$132,350; Welfare, \$132,350

**Rhode Island:** Minimum figure in range: top of range follows: Agriculture, \$52,501; Banking, \$74,514; Budget, \$105,529; Civil rights, \$56,726; Commerce, \$65,369; Community affairs, \$43,149; Comptroller, \$91,745; Economic development, \$65,369; Emergency management, \$65,369; Energy, \$74,514; Finance, \$105,529; Historic preservation, \$67,624; Information systems, \$77,958; Insurance, \$74,514; Licensing, \$58,828; Parks & recreation, \$65,369; Personnel, \$91,745; Post audit, \$58,828; Public library development, \$105,529; Purchasing, \$95,188; Revenue, \$105,529; Solid waste management, \$81,404; Tourism, \$65,369; Welfare, \$74,514

**Utah:** Minimum figure in range: top of range follows:Administration, \$102,600; Agriculture, \$87,500; Banking, \$87,500; Budget, \$102,600; Civil rights, \$80,433; Commerce, \$87,500; Community affairs, \$94,300; Consumer affairs, \$76,190; Corrections, \$102,600; Elections administration, \$41,433; Emergency management, \$94,723; Employment services, \$111,800; Energy, \$64,750; Environmental protection, \$102,600; Finance, \$102,670; Fish & wildlife, \$94,723; General services, \$97,260; Health, \$111,800; Higher education, \$160,000; Highways, \$111,800; Historic preservation, \$80,433; Information systems, \$105,500; Insurance, \$87,500; Labor, \$87,500; Licensing, \$82,640; Mental health & retardation, \$94,723; Natural resources, \$102,600; Parks & recreation, \$94,723; Personnel, \$102,600; Planning, \$102,600; Pre-audit, \$102,670; Public library development, \$80,433; Public utility regulation, \$94,300; Purchasing, \$97,260; Revenue, \$94,300; Social services, \$111,800; Solid waste management, \$124,155; State police, \$94,723; Transportation, \$111,800; Welfare, \$111,800

(c) The present Secretary of Commerce forgoes regular salary and receives \$1 in compensation.

(d) Responsibilities shared between Director, Fisheries Division, \$105,085; and Director, Wildlife Division, \$99,557.

(e) If recommended by Budget Director and approved by Controller General and co-chairs of State's Joint Finance Committee may be adjusted for the CIO of proposed Dept. of Information and Technology.

- (f) Responsibilities shared between Director, Division of Substance Abuse and Mental Health, Department of Health and Social Services, \$119,400; and Director, Division of Mental Retardation, same department, \$103,900.
- (g) Function split between two cabinet positions: Secretary, Dept. of Health and Social Services: \$102,000: if incumbent holds a medical license, amount is increased by \$12,000; if a Board-certified physician , a supplement of \$3,000 is added.
- (h) Salaries represent those reflected for the position in section 10a of FY2002 Budget Act effective 7/21/2001.
- (i) Responsibilities shared between, Director of Mental Health, Department of Children and Family Services, \$83,890; and Director, Substance Abuse, same department, \$77,738.
- (j) Department of Fish And Wildlife, \$113,522.
- (k) Responsibilities shared between State Auditor, Office of the Auditor, \$85,302; and Division Head, Division of Audit, Department of Accounting & General Services, \$62,520.
- (l) Responsibilities shared between Director of Dept. of Administration; \$82,098 and Administrator of Information Technology and Communication; \$73,299.
- (m) Responsibilities shared between Co-Directors, Election Commission, \$50,500.
- (n) Responsibilities shared between Executive Director, Health Professions Bureau, \$54,274; and Executive Director, Professional Licensing Agency, \$61,915.
- (o) Responsibilities shared between Secretary, Department of Commerce and Housing, \$108,246; Director, Business Development Division, same department, \$73,328; and President, Kansas Inc., \$98,186
- (p) Responsibilities shared between Secretary of State, \$74,148 and Deputy Secretary of State, \$55,102.
- (q) Responsibilities shared between Secretary of Department of Human Resources: \$90,724 and Director of Employment and Training: \$71,750.
- (r) Responsibilities shared between Central Account Service Manager, Division of Accounts & Reports, Department of Administration, \$68,370; and Team Leader, Audit Services, same division and department, \$56,243.
- (s) In Maine, New Hampshire, New Jersey, Tennessee and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship. In Tennessee, the speaker of the Senate bears the statutory title of lieutenant governor.
- (t) Responsibilities shared between Director, Mental Hygiene Administration, \$85,594-\$115,014; and Director, Developmental Disabilities Administration, Department of Health and Mental Hygiene, \$85,594 - \$115,014.
- (u) Responsibilities shared between Commissioner, Department of Mental Retardation, \$108,328; and Commissioner, Department of Mental Health, Executive Office of Human Services, \$110,496.
- (v) Responsibilities shared between Chair, Dept. of Telecommunications and Energy, \$102,359 and Commissioner , Electricity /Energy \$ 94,506.
- (w) Responsibilities shared between Director, Dept. of Natural Resources, \$120,000 and Chief, Fish, \$97,223 and Chief, Wildlife, \$86,660.
- (x) Responsibilities shared between Director, Dept. of Community Health, \$125,000 and Deputy Director , Mental Health and Substance Abuse Services, \$107,438.
- (y) Responsibilities shared between Chief, Division of Fisheries, Department of Conservation, \$87,540; Chief, Division of Protection, same department, \$84,552; and Chief, Division of Wildlife, same department, \$90,432.
- (z) Responsibilities shared between State Tax Commissioner, Department of Revenue, \$83,636; Administrator, Budget Division, Department of Administrative Services, \$91,693; and Auditor of Public Accounts, \$49,500.
- (aa) Responsibilities shared between Director, Game & Parks Commission, \$87,880; Administrator, Wildlife Division, same commission, \$60,369; and Assistant Director, Fish & Wildlife, same commission, \$65,322
- (bb) Responsibilities shared between Commissioner, State Education Department, \$170,165; Secretary of State, Department of State, \$120,800.
- (cc) Responsibilities shared between Commissioners, Corporations Commission, varying salary levels for four commissioners, \$68,000; \$72,000; \$76,000; and \$82,004.
- (dd) Responsibilities shared between Director for Mental Retardation , \$138,396 and Director of Mental Health, \$140,000.
- (ee) Annual salary for duties as presiding officer of the Senate.

- (ff) Responsibilities shared between Secretary of State, \$117,546; and Division Director, \$86,811.
- (gg) Responsibilities shared between Secretary, Department of Education and the Arts, \$75,000; and Superintendent, Department of Education, \$146,000.
- (hh) Responsibilities for St. Thomas, \$60,000; St. Croix, \$65,000; St. John, \$60,000.
- (ii) Responsibilities shared between Commissioner of Mental Health, \$136,000 and Commissioner of Mental Retardation, \$136,000.
- (jj) Governor Romney and Lieutenant Governor Healey plan to forfeit their salaries for the next four years.
- (kk) Governor returns 10 percent of his salary annually to the State Treasury.

SUMMARY OF DEPARTMENT HEADS COMPARATIVE DATA AS OF JANUARY 2004

Department	DHRD	HHL	TAX	B&F	DOA	DCCA	DBEDT	AG	DLNR	DLIR	DAGS	DHS	DOT	PSD	DOH
Current	85,302	85,302	85,302	85,302	85,302	85,302	85,302	85,302	85,302	85,302	85,302	85,302	85,302	85,302	85,302
Number of employees	115	118-134	337	350	367	426	577	638-700	797	990	1,100	2,350	2,280	2,630	6,600
Operating budget	\$14.6 m	\$8-\$10 m	\$26.9 m	\$525 m	\$29.8 m	\$38 m	\$266 m	\$63.5-65 m	\$70.4 m	\$295.4 m	\$109 m	\$1.34 b	\$536.7 m	\$165.7 m	\$913 m
Private sector data	\$80,000- \$100,000	\$150,000 & \$400,000	\$137,553	\$144,471		\$94,892- \$97,746		\$150,000- \$400,000			\$144,471	\$100,000- \$125,000			\$90,000- \$170,000
Other states data:															
Western region average	\$90,352		\$96,028	\$93,667	\$90,150	\$97,452	\$97,967	\$93,574	\$93,884	\$92,620	\$99,012	\$92,236	\$105,856	\$100,176	\$99,678
Western region avg w/o CA	\$87,610		\$93,759	\$90,490	\$86,712	\$97,452	\$97,967	\$88,976	\$90,472	\$89,387	\$96,991	\$89,223	\$104,406	\$97,336	\$97,713
Counties data:															
Honolulu	\$99,807		\$99,807	\$99,807				\$99,807			\$99,807	\$99,807	\$99,807		
Hawaii	\$77,516		\$75,516	\$75,516				\$75,516			\$75,516	\$75,516			
Maui	\$77,000		\$80,000	\$80,000				\$80,000			\$83,000				
Kauai	\$66,073		\$69,371	\$69,371				\$69,371			\$69,371	\$66,073			

Footnotes:

1. AG = Attorney General; DOH = Department of Health; DOT = Department of Transportation; DAGS = Department of Accounting and General Services; DCCA = Department of Commerce and Consumer Affairs; TAX = Department of Taxation; B&F = Department of Budget and Finance; DHS = Department of Human Services; DLIR = Department of Labor and Industrial Relations; DLNR = Department of Land and Natural Resources; DBEDT = Department of Business and Economic Development and Tourism; DHRD = Department of Human Resources Development; HHL = Department of Hawaiian Home Lands; DOA = Department of Agriculture; PSD = Department of Public Safety

2. Other state's data is from the "Book of the States 2003, Volume 35" , Council of State Governments

Annual Salary Recommendation for the Governor (Gov)  
Lieutenant Governor (LG), Administrative Director of the State (ADS)  
Department Heads and Deputy Department Heads

Attachment 5  
(amended 2/23/04)

Dept		No. of Ees	Present Salary	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	Gov	1	94,780.00	--	--	112,000.00	114,240.00	116,524.80	118,855.30	121,232.40	123,657.05	126,130.19	128,652.79
	Lt. Gov	1	90,041.00	--	--	100,000.00	102,000.00	104,040.00	106,120.80	108,243.22	110,408.08	112,616.24	114,868.57
	ADS	1	90,041.00	--	--	100,000.00	102,000.00	104,040.00	106,120.80	108,243.22	110,408.08	112,616.24	114,868.57
AG	Dept Head	1	85,302.00	105,000.00	107,100.00	109,242.00	111,426.84	113,655.38	115,928.48	118,247.05	120,612.00	n/a	n/a
	Deputy	1	72,886.00 77,966.00	91,350.00 96,600.00	93,177.00 98,532.00	95,040.54 100,502.64	96,941.35 102,512.69	98,880.18 104,562.95	100,857.78 106,654.21	102,874.94 108,787.29	104,932.44 110,963.04	n/a	n/a
DOH, DOT, DAGS, DCCA, TAX, B&F	Dept Heads	6	85,302.00	100,000.00	102,000.00	104,040.00	106,120.80	108,243.22	110,408.08	112,616.24	114,868.57	n/a	n/a
	Deputies	11	72,886.00 77,966.00	87,000.00 92,000.00	88,740.00 93,840.00	90,514.80 95,716.80	92,325.10 97,631.14	94,171.60 99,583.76	96,055.03 101,575.43	97,976.13 103,606.94	99,935.65 105,679.08	n/a	n/a
DHS, DLIR, DLNR, DBEDT	Dept Heads	4	85,302.00	95,000.00	96,900.00	98,838.00	100,814.76	102,831.06	104,887.68	106,985.43	109,125.14	n/a	n/a
	Deputies	5	72,886.00 77,966.00	82,650.00 87,400.00	84,303.00 89,148.00	85,989.06 90,930.96	87,708.84 92,749.58	89,463.02 94,604.57	91,252.28 96,496.66	93,077.32 98,426.60	94,938.87 100,395.13	n/a	n/a
DHRD, HHL, DOA, PSD	Dept Heads	4	85,302.00	90,000.00	91,800.00	93,636.00	95,508.72	97,418.89	99,367.27	101,354.62	103,381.71	n/a	n/a
	Deputies	6	72,886.00 77,966.00	78,300.00 82,800.00	79,866.00 84,456.00	81,463.32 86,145.12	83,092.59 87,868.02	84,754.44 89,625.38	86,449.53 91,417.89	88,178.52 93,246.25	89,942.09 95,111.17	n/a	n/a

Footnotes:

- Abbreviations: Gov = Governor; Lt. Governor = Lieutenant Governor; ADS = Administrative Director of the State (Chief of Staff).  
AG = Attorney General; DOH = Department of Health; DOT = Department of Transportation; DAGS = Department of Accounting and General Services; DCCA = Department of Commerce and Consumer Affairs; TAX = Department of Taxation; B&F = Department of Budget and Finance; DHS = Department of Human Services; DLIR = Department of Labor and Industrial Relations; DLNR = Department of Land and Natural Resources; DBEDT = Department of Business and Economic Development and Tourism; DHRD = Department of Human Resources Development; HHL = Department of Hawaiian Home Lands; DOA = Department of Agriculture; PSD = Department of Public Safety
- After initial recommended salaries (effective July 1, 2004, for Department Heads and Deputies; effective 2006, for the Governor, Lieutenant Governor and Administrative Director of the State), all subsequent figures represent an annual two percent compounded adjustment made annually for all these salaries/salary ranges for their respective time periods.
- After reviewing the salary of the Deputy to the Superintendent of Education, the Commission decided to recommend deferring to the Board of Education on this matter.



**REPORT OF THE  
JUDICIAL SALARY COMMISSION**

**March 8, 2004**

**Members:**

Mr. Paul T. Oshiro, Chair  
Mr. Raymond S. Ono, Vice Chair  
Mr. Michael P. Irish  
Mr. Kirk T. Tengan  
Mrs. Lily K. Yao

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## **GLOSSARY**

<b>ADOC</b>	Administrative Director of the Courts
<b>CD</b>	Conference Draft
<b>CPI-U</b>	Consumer Price Index - Urban
<b>HB</b>	House Bill
<b>HRS</b>	Hawaii Revised Statutes
<b>HSBA</b>	Hawaii State Bar Association
<b>ICA</b>	Intermediate Court of Appeals
<b>NCSC</b>	National Center for State Courts
<b>SB</b>	Senate Bill
<b>SLH</b>	Session Laws of Hawaii
<b>YOS</b>	Years of Service

# EXECUTIVE SUMMARY

## Purpose

To create the most qualified judicial applicant pool and retain an experienced judiciary by providing fair and just compensation for Hawaii's justices, judges, and appointed administrative officers<sup>1</sup>.

## Act 123, SLH 2003

Act 123, Session Laws of Hawaii, 2003 (hereinafter Act 123), amended Sections 601-3, 602-2, 602-52, 603-5, 604-2.5, and 608-1.5, Hawaii Revised Statutes, by providing for, among other things<sup>2</sup>:

1. Effective July 1, 2004, and every eight years thereafter, the salaries of the justices, judges, and appointed administrative officers shall be as last determined by the Judicial Salary Commission (the Commission), unless disapproved by the Legislature.
2. The composition of the Commission shall be one member appointed by the Governor, two by the President of the Senate, and two by the Speaker of the House of Representatives.
3. In determining the salaries of the justices, judges, and appointed administrative officers, the Commission may set different salaries for the Chief Justice of the Supreme Court, Associate Justices of the Supreme Court, Chief Judge of the Intermediate Court of Appeals, Associate Judges of the Intermediate Court of Appeals, judges of the Circuit and District Courts, and appointed administrative officers.
4. The Commission shall convene in the month of November 2003, and every eight years thereafter. Not later than the fortieth legislative day of the Regular Session of 2004, and every eight years thereafter, the Commission shall submit a report of its findings and its salary recommendations to the Legislature, through the Chief Justice. The Commission's recommendations may include incremental increases that take effect over the span of years occurring prior to the convening of the next Salary Commission.

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<sup>1</sup> The appointed administrative officers are the Administrative Director of the Courts and the Deputy Administrative Director of the Courts. See §601-3, HRS.

<sup>2</sup> See Appendix G for a copy of Act 123, SLH 2003.

5. The recommended salaries submitted by the Commission shall become effective July 1 of the next fiscal year unless the Legislature disapproves the salary recommendations by the adoption of a concurrent resolution, which shall be approved by a simple majority of each house of the Legislature prior to adjournment *sine die* of the legislative session in which the recommend salaries are submitted. At the next legislative session, the salary recommendations not disapproved by the Legislature shall be submitted by the Chief Justice as part of the Judiciary's proposed budget.
6. If the salary amounts recommended by the Commission are disapproved by the Legislature, the Commission shall reconvene in the month of November following the legislative disapproval to review the Legislature's reasons for disapproving its recommendations. The Commission may submit a report of its findings and submit a new salary recommendation to the Legislature of the next regular session.

## **Findings in Brief**

The Judicial Salary Commission finds that present judicial and administrative officer salaries are neither fair nor just as indicated by the following:

1. Judicial independence is a critical factor in maintaining the functions of the three separate branches of government and appropriate salary levels are a key element of this independence.
2. Judges rule on matters involving the life, liberty, and property of our citizens, and thus play an integral part in defining the quality of life in Hawaii and in giving meaning to the State's Constitution and statutes.
3. Becoming a judge requires years of experience. Applicants or nominees for the Supreme Court, the Intermediate Court of Appeals, and the Circuit Court must have been licensed by the Hawaii Supreme Court to practice law for at least 10 years preceding the nomination. Applicants or nominees for District Court must have been licensed for at least five years preceding nomination. Justices and Judges are prohibited from engaging in the private practice of law and they may not hold any other state or federal office of trust or profit during the term of office.

4. Judicial salaries have not kept pace with the Consumer Price Index. For 2003, the most recent data available, the Consumer Price Index for urban dwellers (CPI-U) for Honolulu was 183.5. To put this in perspective, a Circuit Court judge's adjusted salary should be \$127,972 just to keep level with the increased cost of living since 1975. In other words, the present Circuit Court judge's salary of \$106,922 reflects a loss in spending power of over \$20,000 in 2003.
5. Adjusted by the cost-of-living index, Hawaii is 48<sup>th</sup> out of 48 states reporting in 2003 for salaries of general trial court judges (i.e., Circuit Court judges).
6. The lowest level federal magistrate makes \$35,000 more, at \$142,324 (not including approximately \$35,000 in federal cost of living allowance for this region) than a Hawaii Circuit Court judge.
7. National salaries for attorneys in private practice have outpaced Hawaii judicial salaries thus creating a disincentive to become a judge or remain as one. FindLaw indicates the national average for 5<sup>th</sup>-year legal associates is \$153,000 and 8<sup>th</sup>-year associates at \$187,000.
8. Hawaii salaries for attorneys in private practice have also outpaced judicial salaries. An informal survey of four local law firms found that a District Court judge could be making between \$5,000 to \$25,000 more per year while a Circuit Court judge could be making between \$19,000 to \$193,000 more per year as an attorney.
9. There has not been a judicial salary increase since July 1, 2000.
10. In addition to the need for an increase in base salaries, there is also a need to differentiate the salaries of justices and judges at the various court levels.
11. The appointed judiciary administrative officers' (Administrative Director of the Courts and the Deputy) salaries are also found to be inadequate based on the salary comparisons made.
12. The December 2003, Council on Revenues, Estimates of General Fund Tax Revenue<sup>3</sup> projects an average General Fund growth rate of six percent per year from FY 2004 through FY 2010 (projected total increase of 41.7 percent).

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<sup>3</sup> See Appendix H.

13. The UCLA Anderson Forecast for the Nation and California indicates an average Consumer Price Index - Urban (CPI-U) increase of 2.9 percent per year since the last judicial salary adjustment in 2000 to 2005.
14. From 1996 through 2003, the salary increases for Circuit Court judges averaged 3.51 % nationally.

## **Recommendations**

After full and free discussion, the Commission has agreed unequivocally to recommend and does recommend to the Legislature the following:

1. Although the Commission is charged with recommending a salary adjustment starting with FY 2005, we recommend deferring all increases until FY 2006.
2. For FY 2006, we recommend an overall average salary increase of 14.0 percent<sup>4</sup>, or \$1,311,746 (see Appendix A for the details). This is an average of 2.8 percent per year from the last salary increase on July 1, 2000 to the next on July 1, 2005. This is in line with the U.S. Department of Labor, Consumer Price Index - Urban average increase of 2.9 percent per year for this same period.
3. Incremental increases of 3.5 percent per year from FY 2007 through FY 2012 for justices, judges, and appointed judiciary administrative officers. This is in line with the national average of 3.51 % for Circuit Court judges over the last eight years.

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<sup>4</sup> The actual percentage increase for FY 2006 varies by court program as reflected in the Appendix A. See Appendix A for this and other details of the increase.



## **Proposed Changes in Statutes**

While the Salary Commission is not tasked with recommending amendments to statutes nor, to our understanding, do such recommendations have the force of law, our experience over the last few months gives rise to two concerns. Hence, we respectfully submit the following proposals for consideration:

1. That the Judicial Salary Commission convene every four years rather than every eight.
2. That it begin its work in September rather than November.

In its deliberations, the Commission found the current eight year period creates a great deal of uncertainty as to the appropriate level of salary adjustment given the need to predict the performance of the Hawaii economy and the need for fair and reasonable adjustments.

In addition, convening in September, rather than November, will provide the Commission time to complete its recommendations and submit it to the Legislature prior to the opening of session rather than the present 40 days into the session.

## INTRODUCTION

*It will readily be understood, that the fluctuations in the value of money and in the state of society, rendered a fixed rate of compensation [for judges]...inadmissible. What might be extravagant today, might in half a century become penurious and inadequate. - Alexander Hamilton in The Federalist No. 79 (Lodge ed. 1908), pp. 491-492.*

This is the first report of the newly re-constituted Judicial Salary Commission as established by Act 123. As such, it would be productive to review the history of judicial salary setting before examining the current Commission's Process, Findings, Conclusions, and Recommendations.

For many years, the Judiciary has had an interest in establishing a means for setting judicial salaries that provided a regular and equitable review of appropriate salary levels. The two objectives have always been: (a) to create the most qualified judicial applicant pool, and (b) to retain an experienced judiciary by providing fair and just compensation for Hawaii's justices, judges, and administrative officers.

Edward B. McConnell, the widely respected President Emeritus of the National Center for State Courts (NCSC, an independent non-profit organization whose mission is to improve the administration of justice through research and education), got to the heart of the matter when he wrote about the association between judicial pay, judicial excellence, and experience on the bench:

To have good judges, a state must be able to get good lawyers to leave the practice of law. To do this, judicial salaries need not equal, but must have a reasonable relationship to the compensation of the more competent and experienced practicing attorneys from whose ranks judges should come, and to whose ranks they can return. It is axiomatic in business that you get what you pay for. Because of this correlation between quality and compensation, a state cannot expect to attract and retain good judges and thereby maintain a quality court system at compensation levels that are comparable to those of the less experienced or less competent lawyers.<sup>5</sup>

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<sup>5</sup> Edward B. McConnell. "State Judicial Salaries: A National Perspective." Journal of State Government, 61, Sept./Oct. 1988, at 180.

The American Bar Association, when it promulgated standards for judicial compensation in 1990, maintained that:

Fair and adequate compensation for state court judges clearly is in the public interest, since an able and independent judiciary is at the heart of the democratic process...Compensation which does not provide adequate monetary recognition of the importance of the role filled by our state judiciary will not attract and retain as judges those best qualified to serve.

While some financial sacrifice is expected of private citizens who assume major governmental posts, there is a threshold below which subpar compensation poses a very real threat to the independence and quality of the judiciary.<sup>6</sup>

Due to both economic pressures and political realities, regular pay adjustments for judges and justices have not occurred. For example, between 1975 and 2002, Hawaii's judges and justices received five increases; four of them phased in over a biennium. This is an average of 5.4 years between pay increases; with one notable period of nine years without any pay increase.

These long gaps between salary adjustments have made it difficult to meet the two objectives posed above. The widely spaced intervals set a pattern, whereby the increases do not reflect inflationary pressures on salaries, deny judges and justices interim costs of living adjustments, and invite controversy because of the size of the catch-up pay increases.

During the period 1992 through 2003, 13 seasoned and experienced judges, under the age of 55, left the bench; several of these judges cited the low salary as a reason for leaving.

Recently, the Cades Foundation entered into a contract with the NCSC to conduct a study of mechanisms for setting judicial salary levels nationally with the purpose of proposing a model for Hawaii.

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<sup>6</sup> American Bar Association, Judicial Administration Division, "Standards for Judicial Compensation," (Chicago: American Bar Association, 1990), at i.

In what it termed “A New Approach”<sup>7</sup>, the NCSC/Cades report proposed considering, among other things:

- Creation of a judicial salary commission.
- Salary recommendations with the force of law.
- Regularity in salary adjustments.

Acknowledging the need to review and recommend salaries on a regular basis and the requirement that salaries need to be set as provided by law<sup>8</sup>, the Legislature passed S.B. No. 1333, C.D. 1, which became Act 123.

Act 123 provides for the regular evaluation of judicial base salaries, the possibility of incremental increases that take effect over the span of years occurring prior to the convening of the next salary commission, and that the Commission’s recommendations have the force of law unless the Legislature disapproves the recommendations through the adoption of a concurrent resolution, approved by a simple majority of each house of the Legislature.

The Act further mandates that the Commission submit a report of its findings and recommendations to the Legislature, through the Chief Justice, not later than the 40<sup>th</sup> legislative day of the regular session of 2004, and every eight years thereafter.

In summary, fundamental changes in how judicial salaries are determined came to fruition with Act 123. These reforms are vital steps toward securing the most qualified judicial applicant pool and retaining an experienced judiciary for the State of Hawaii.

The next section, Process, describes the methodology that the Commission used to research judicial and administrative officer salaries.

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<sup>7</sup> Robert W. Tobin and Kent Pankey Kent Sr. Setting Judicial Salaries in Hawaii: Model Based on Comparative National Study for the Cades Foundation. National Center for State Courts, January 2003, at 40.

<sup>8</sup> Hawaii Legislature. Conference Committee Report No. 87 regarding S.B. No. 1333, C.D. 1 (2003) at 1.

## PROCESS

The purpose of this section is to provide the reader with a strong sense of the lengthy but crucial deliberations the Commission went through to reach its current salary recommendations. The next section, Findings, delineates what the Commission found.

**November 17, 2003.** During the first Commission meeting members reviewed Act 123, which revised the makeup of the Commission and the effect of its work, the NCSC's "Survey of Judicial Salaries" which compares judicial salaries among the states, and the NCSC/Cades Foundation study.

In addition, Commission members decided to: (a) informally survey local law firms to determine a typical salary for attorneys with varying years of experience, (b) review the job descriptions for justices, judges, and Judiciary administrative officers, and (c) obtain a listing of salaries for senior law school professors at the William S. Richardson School of Law at the University of Hawai'i at Mānoa, salaries of the justices and judges of the Federal Judiciary, Consumer Price Index adjustments, and salaries of top executive officers within the State.

**December 1, 2003.** The Administrator of the Judiciary Policy and Planning Division provided a presentation on judicial salaries that included information requested in the first meeting. Also discussed was the process used by the Judicial Evaluation Review Panel to evaluate judges, with the intent to link salary to performance. An alternative suggestion was to use years-of-service (YOS) salary incentives to keep experienced judges on the bench.

After discussion, the Commissioners decided the base salary adjustment should be determined first followed by incremental adjustments for the following years. In addition, they decided to work on judicial salaries prior to determining the salaries for the Administrative Director of the Courts (ADOC) and the Deputy Administrative Director of the Courts.

**December 16, 2003.** Although not required by law, the 2003 Judicial Salary Commission decided to open this and its future meetings to the public. It was made explicit that the decision to open Commission meetings to the public was not a waiver of any rights the Judiciary may have under Hawaii Revised Statutes Chapters 91, 92, or other applicable laws, nor does it require this or any other Judicial Salary Commission to open future meetings to the public.

The Commission discussed nine salary scenarios, most based on longevity increases to salaries. In addition, a scenario was proposed in which there would be an increase to the base salary, plus increases based on longevity, inflation, and a percentage for meritorious service. Present salary differences between judges of the various courts are close and often do not adequately reflect the responsibilities and complexities of the higher courts. One objective for the Commission might be to address this problem.

**December 29, 2003.** The Commission determined that an increase should be enacted for 2004 to correct base salaries in order to address the issue of fair and just compensation and to recognize that there has not been a salary increase since July 1, 2000. The impact on the state resources must be kept in mind.

A salary proposal that would adjust the base salaries to provide greater separation between the courts, an annual inflation increase, and an additional amount for meritorious service was considered. In addition, it was decided to phase in the base salary increase over two years and begin the incremental increases after that. It was suggested that longevity also be included but that it not start until after 10 years of service. Discussion indicated that 10 years is an extremely long period and may not act as sufficient incentive to keep qualified judges. Further suggested was that criteria, such as, but not necessarily limited to, comparisons to other jurisdictions, inflation, how much an experienced judge could earn in the private sector, and the duties and responsibilities of the position be used to determine the salaries.

**January 12, 2004.** Written and/or oral statements from local attorneys: James A. Kawachika, past president of Hawaii State Bar Association (HSBA) and present member of the Board of Directors of the Hawaii Chapter of the American Judicature Society; Richard Turbin, Vice President/President-Elect of the HSBA; Michael W. Gibson, past president of the HSBA and former Director of the Hawaii Legal Aid Society supported a significant salary adjustment for judges (all except Gibson, who was not at the meeting, orally stated a 20 percent increase would not be unreasonable).

Attorney David Bettencourt, member of the Hawaii Association of Criminal Defense Lawyers, supported, philosophically, an increase to at least the same salary as a federal Magistrate but also indicated some members of his association were concerned that court appointed counsel fees have not been increased in some time. Mr. Bettencourt also voiced strong reservations about merit pay.

David M. Louie, Esq., Vice Chair of the Hawaii Supreme Court Rule 19 Committee, reported on how the judicial evaluation program promotes judicial competence and excellence. He related how judges are evaluated by lawyers on a multi-page questionnaire that covers legal ability, judicial management skills, comportment, and settlement and/or plea agreement ability. Some of the areas within these topics are knowledge of relevant law, procedure and evidentiary rules, courtesy and fairness to parties and attorneys, and absence of bias. The Judiciary then publishes the collective evaluation scores. Mr. Louie also supported an increase in judicial salaries of 20 percent.

A salary proposal that provided for an overall increase for the first two years (starting July 1, 2004 and July 1, 2005, respectively) and an amount for inflation thereafter through July 1, 2011 was distributed. It was noted that the salary differences between the District and Circuit Courts, as presented in the proposal, were perhaps too wide and should be brought closer since, it was felt, the stress levels for judges at the District Court level seemed comparable to judges at the Circuit Court.

The Commissioners deliberated over the question of whether their final salary recommendation should reflect what the Commissioners felt the judges' salaries should be (perhaps a 20 percent or more increase to the base) or whether they should adjust the recommendations downward to reflect the fiscal restraints faced by the State. On the other hand, even with the salary increase proposal currently being discussed, the relatively low salary of Hawaii judges, as compared to judges on the mainland, would not be improved when salaries were projected to 2011 (the scheduled date for the next Judicial Salary Commission to meet).

**January 26, 2004.** A revised salary schedule that narrowed the salary gap between Circuit and District/Family Court judges and between the Supreme Court and District/Family Courts was distributed. Another salary proposal that would provide a lower increase in the first two years but slightly more in the following years was discussed. In addition, a suggested longevity increase for every five years of service came before the Commission.



Discussion centered on whether longevity, as a way of creating step-wise salaries, complicates the Commission's work. Further discussion included the judges' compensation/retirement package (which is different from that of other state employees).

**February 9, 2004.** The Administrator of the Judiciary Policy and Planning Division provided a brief overview of where he understands the Executive Salary Commission to be in their process. He mentioned that the Commission appeared to be heading towards four separate salary brackets.

Copies of a draft salary spreadsheet were distributed. The core change is to further narrow the salary gap between Circuit and District/Family Court judges, and between the Supreme Court and District/Family Court. The revised draft still keeps the overall percentage increases in the first two years discussed earlier and an inflation guard after that.

The Commission continued its discussion on how to adjust base salaries, that is, whether to provide more of an increase up front or to spread the increase over a number of years. Longevity and step increases were also discussed at length.

**February 23, 2004.** Copies of a draft salary spreadsheet that amends an earlier draft were distributed. The core change is to shift the salary increase to FY 2006 and set the remaining years at 3.5 percent per year.

The Commission continued its discussion on how to adjust base salaries, that is, whether to provide the increase up front or spread over a number of years. Longevity and step increases were also discussed again.

**March 8, 2004.** The Commission decided to defer increases for FY 2005 and finalized its recommendations for FY 2006 through FY 2012. See the Recommendations section for specific details.

The next section, Findings, discusses the information that the Commission used to create the salary recommendations.

## **FINDINGS**

This section uses the criteria generated by the Commission to provide guidance as to what, if any, salary increase would be required to meet the dual objectives of creating the most qualified judicial applicant pool and retaining an experienced judiciary by providing fair and just compensation for Hawaii's justices, judges, and administrative officers.

### **Skill and Experience for the Position**

Judges rule on matters involving property, taxes, probate, guardianship, divorce, custody, paternity, and other civil and criminal matters. In ruling on the life, liberty, and property of our citizens, they play an integral part in defining the quality of life in Hawaii and in giving meaning to the State's Constitution and statutes.

To qualify for judicial office each person who applies or is nominated to be a justice or judge must be a resident and citizen of Hawaii and the United States. Applicants or nominees for the Supreme Court, the Intermediate Court of Appeals (ICA), and the Circuit Court must have been licensed by the Hawaii Supreme Court to practice law for at least 10 years preceding the nomination. Applicants or nominees for District Court must have been licensed for at least five years preceding nomination. Justices and Judges are prohibited from engaging in the private practice of law and they may not hold any other state or federal office of trust or profit during the term of office.

In addition to the constitutional qualifications set out above, the Judicial Selection Commission considers each applicant's and petitioner's background, professional skills, and character, and may consider the applicant's or nominee's: (1) integrity and moral courage, (2) legal ability and experience, (3) intelligence and wisdom, (4) compassion and fairness, (5) diligence and decisiveness, (6) judicial temperament, and (7) such other qualities that the Commission deems appropriate.

All justices and judges participate in community outreach efforts (e.g., visiting schools, hosting students in courtrooms, speaking to community and school organizations, serving as panelists at conferences and seminars, judging mock trial and moot court competitions, etc.). All justices and judges attend and participate in continuing education events conducted by the Judiciary or professional organizations.

To qualify for the position of the ADOC, the individual must be a resident of the State of Hawaii for a continuous period of three years prior to his/her appointment. This individual serves at the pleasure of the Chief Justice.

While there is no similar residency requirement for the position of Deputy ADOC, he or she is appointed by the Administrative Director of the Courts and serves at the pleasure of the appointing authority.

The specific duties and responsibilities of each position are found in the Appendix B.

### **Judges' Retirement Package**

Prior to Act 65, SLH 1999, judges, (as well as legislators and certain legislative officers) could retire after 10 years of service below the age of 55. They also receive 3.5% of the average of the three highest salary years for each year of service, like elected officers, house and senate clerks, assistant clerks, sergeants-at-arms, and assistant sergeants-at-arms.

Act 65, SLH 1999, changed the eligibility age and years of service required to accrue retirement benefits for judges appointed after June 30, 1999. Judges appointed after July 30, 1999, can retire after 25 years of service or with five or more years of service after reaching age 55. For judges retiring under age 55, penalties apply.

Retirement benefits include:

- Retirement benefits for a judge are 3.5% of average final salary (the average of a judge's three highest annual salaries without vacation payment) multiplied by the number of years of service;
- Judges also receive an annuity equal to the actuarial equivalent of a judge's accumulated contributions to the retirement system; according to statute, the retirement benefit for any judge is not to exceed 75% of the judge's average final compensation;
- Judges also receive federal Social Security benefits;
- Provisions also exist for judges to elect early retirement at reduced benefit levels;

- Judges are not required to pay state income taxes on their retirement benefits at the time they are received;
- Judges receive life insurance benefits at no premium cost; and
- Medical, drug, dental, and vision coverage is provided judges for life (all state employees are eligible for this benefit). There are deducted benefits for judges and employees hired after June 30, 1996.

More information can be found in Appendix F.

### **Cost of Living as Measured by Available Indices**

For the most part<sup>9</sup>, judicial pay scales have not kept pace with the cost of living in Hawaii. For 2003, the most recent data available, the Consumer Price Index for urban dwellers (CPI-U) for Honolulu was 183.5. To put this in perspective, a Circuit Court judge's adjusted salary should be \$127,972 just to keep level with the increased cost of living since 1975. In other words, the present Circuit Court judge's salary of \$106,922 reflects a loss of over \$20,000 in 2003.

Using information from the UCLA Anderson Forecast for the Nation and California<sup>10</sup>, we find the national CPI-U, from 2000 (when the last judicial pay adjustment occurred) to 2005, averaged 2.9 percent per year. For 2006 through 2010, the average increase is estimated to be 3.2 percent per year.

### **Comparable Positions in Other States and the Federal Government**

Whether you compare Hawaii judicial salaries to all other states or the federal government, it is clear salaries have not kept pace with the times.

In 2003, Hawaii's general trial court judges' (i.e., Circuit Court judges) salaries ranked 32<sup>nd</sup> out of 51 states and the District of Columbia. Adjusted for the Cost of Living Index, Hawaii is 48<sup>th</sup> out of 48 states reporting (see Appendix D).

The National Center for State Courts regularly gathers judicial salary information from the states in its Survey of Judicial Salaries. Compiling the

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<sup>9</sup> See particularly Appendix E for the Supreme and Circuit Courts.

<sup>10</sup> See Appendix I.

results from 1996 through 2003, the average salary increase for the equivalent of our Circuit Court judge is 3.51%.

A U.S. federal magistrate, the lowest level federal judge, makes \$142,324 (not including a federal COLA of 25% for this region). Hence, their base salary is \$35,402 more than that of a Hawaii Circuit Court judge.

### **Comparable Positions in the Private Sector (Profit and Non-Profit)**

While judicial salaries have steadily declined due to inflation, private-sector salaries have risen. Even though rendering public service is an intangible benefit that helps compensate for the reduced salary levels associated with the bench, and even though salary should not be the sole inducement to seeking the bench, the disparity between judges' salaries and those of his or her peers is growing and is becoming a disincentive to join or to stay on the bench.

### **Attorney Salaries**

An incoming District Court judge must have at least five years of experience as a licensed attorney. For the Circuit Court and above, the minimum requirement is 10 years. To get as complete a range as possible, the information below compares averages for associate attorneys with five and eight years of experience from various sources.

The FindLaw Career Center uses salary data found at Information.com<sup>11</sup>. FindLaw advertises its database as "the most comprehensive, accurate attorney salary database available anywhere..." Using the information there, the national average for 5<sup>th</sup>-year associates is about \$153,000 and 8<sup>th</sup>-year associates about \$187,000.

Using data from the Salary.com<sup>12</sup> website, an attorney with two to five years of experience has a median salary of \$109,182, and those with five to eight years of experience have a median salary of \$144,575.

The National Association for Law Placement published a 2003 salary survey<sup>13</sup> and found a median of \$110,000 for fifth-year associates and \$124,900 for eighth-year associates.

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<sup>11</sup> <http://www.information.com/shared/insider/payscale.tcl>

<sup>12</sup> Downloaded from the World Wide Web from:  
[http://secure.salary.com/jobvaluationreport/docs/jobvaluationreport/joblisthtmls/jvrjob\\_LE11000003.html](http://secure.salary.com/jobvaluationreport/docs/jobvaluationreport/joblisthtmls/jvrjob_LE11000003.html) on January 7, 2003.

An informal survey of four local law firms found the following:

	<b>Associate (new)</b>	<b>Partner (new*)</b>	<b>Partner (senior**)</b>
<b>Law Firm No. 1</b>	\$72,500	\$110,000-\$120,000	\$200,000-\$220,000
<b>Law Firm No. 2</b>	\$60,000-\$75,000	\$100,000-\$125,000	\$125,000-\$300,000
<b>Law Firm No. 3</b>	\$65,000-\$77,000	\$105,000	n/a
<b>Law Firm No. 4</b>	n/a	\$130,000-\$190,000	

\* After six to seven years as an Associate. \*\* After 10 to 15 years as a Partner

### For-Profit Salaries

The considerable gap in salaries between the Chief Justice and officers of private for profit business is particularly worrisome. While we do not presume that the level of complexity or scope of responsibilities managing the Judiciary's almost 2,000 employees is the same as running a business, the magnitude of the difference is nonetheless astonishing.

### Ranked by 2001 Annual Compensation Excluding Options

<b>Salary</b>	<b>Position</b>
\$2,387,053	Board Chairman & CEO Pacific Century Financial Corp.
\$1,930,852	Board Chairman, CEO & Director BancWest Corp.
\$1,352,596	President, COO, & Director BancWest Corp.
\$1,012,906	Chairman, Pres. & CEO Hawaiian Elec. Industries, Inc.
\$ 980,241	Vice Chairman, CCO, & Director BancWest Corp
\$ 948,788	President & CEO Alexander & Baldwin, Inc.
\$ 725,916	Board Chairman & CEO CPB Inc.
\$ 599,997	Board Chairman, Pres. & CEO Barnwell Industries, Inc.
\$ 594,426	Executive Vice President & CFO BancWest Corp.
\$ 581,250	President Pacific Century Financial Corp.
\$ 579,797	Exec. Vice President, Alexander & Baldwin President & CEO, Matson
\$ 578,257	President & CEO Hawaiian Electric Co. Inc.
\$ 577,273	Executive Vice President BancWest Corp.
\$ 516,717	President & CEO American Savings Bank FSB
\$ 514,094	Pres. & CEO, Bancshares Vice Chair & CEO, City Bank
\$ 509,226	Former President CPB Inc.

Source: Pacific Business News, 2003 Book of Lists; p. 76.

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<sup>13</sup> Downloaded from the World Wide Web from:  
<http://www.nalp.org/nalpresearch/sumch03.htm> on January 7, 2003.

## Non-Profit Salaries

While private non-profit salaries do not reach the level of their for-profit brethren, the salaries are by no means parsimonious.

### Pacific Business News List of Non-Profit Salaries

Aloha United Way	\$162,342
Kalihi Palama Health Center	\$122,325
Catholic Charities of Hawaii	\$103,432
Salvation Army	\$ 79,133

Source: Pacific Business News 2003 Book of Lists, Non-Profit Service Providers (see p.38)

### Star-Bulletin List of Non-Profit Salaries

YMCA of Honolulu	\$139,010
Boy Scouts Aloha Council	\$126,500
American Cancer Society	\$123,000
American Red Cross	\$120,000
Child and Family Service	\$110,000
Hawaiian Humane Society	\$105,434
Hale Kipa	\$100,000
Parents and Children Together	\$100,000

Source: Robert Perez. "Raising Cane." Honolulu Star Bulletin, October 6, 2002.

<http://starbulletin.com/2002/10/06/news/perez.html>

## Top 10 University of Hawai'i Law School Salaries

	<u>Job Title</u>	<u>Annual Salary</u>
1.	DEAN (UHM), LAW	\$308,904
2.	PROF & KUDO CHAIR OF LAW	\$136,404
3.	PROF, LAW, 9-MO	\$128,808
4.	PROF, LAW, 9-MO	\$112,572
5.	PROF, LAW, 11-MO	\$108,372
6.	PROF, LAW, 9-MO	\$104,268
7.	PROF, LAW, 9-MO	\$102,303
8.	PROF, LAW, 9-MO	\$100,345
9.	PROF, LAW, 9-MO	\$100,344
10.	PROF, LAW, 9-MO	\$100,344

Source: "University of Hawai'i System Report: Report to the 2004 Legislature of the Salaries Paid to All University of Hawai'i Executive and Managerial Personnel, including the President, and Faculty Members" dated October 2003.



## City & County of Honolulu: 2003 Public Officials' Salaries (eff. 7/1/03)

Mayor of Honolulu	\$ 112,200
Corporation Counsel	\$ 99,807
Prosecuting Attorney	\$ 99,807

Source: City & County of Honolulu's Department of Human Resources

## Estimates of General Fund Tax Revenue

The Council on Revenues (the Council), established under section 37-111, HRS, prepares state revenue estimates for each fiscal year of the six-year state program and financial plan.

Estimates prepared by the Council are considered by the Governor in preparing the state budget, recommending appropriations, and controlling expenditures; they are considered by the Legislature in appropriating funds and enacting revenue measures.

On December 22, 2003, the Council published its most recent estimate of General Fund tax revenues:<sup>14</sup>

	<u>FY04</u>	<u>FY05</u>	<u>FY06</u>	<u>FY07</u>	<u>FY08</u>	<u>FY09</u>	<u>FY10</u>	<u>Avg.</u>	<u>Total</u>
Growth Rate:	5.2%	7.9%	5.3%	6.8%	5.5%	5.6%	5.4%	6.0%	41.7%

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<sup>14</sup> Downloaded from the World Wide Web: <http://www.state.hi.us/tax/cor/2003gf12.pdf> on February, 2004. See also Appendix H.

## CONCLUSIONS

The American Judicature Society, an organization devoted to the promotion of effective administration of justice at both the state and federal level, has spoken to the fundamental linkage between judicial compensation and judicial quality:

No precept of the American justice system is more fundamental than the need for excellence in the judicial officers who preside over that system. Without excellence, judges lose the aura of neutrality and independence that is central to their role as ultimate arbiters...[W]ithout adequate compensation--including salary as well as retirement, health, and other benefits--the quality of the applicant pool, can be diminished....To draw the brightest minds into the applicant pool, compensation must be offered that, if not quite competitive with the private sector, is at least adequate to permit such people to enter judicial service without significant financial sacrifice.<sup>15</sup>

The two objectives of the Commission are to create the most qualified judicial applicant pool and retain an experienced judiciary by providing fair and just compensation for Hawaii's justices, judges, and administrative officers.

The criteria used to determine what is fair and just are:

1. Skill and experience required to be a judge.
2. Overall compensation package of a judge.
3. Cost of living as measured by available indices.
4. Comparable positions locally, in other states, or the federal government.
5. Comparable positions in the private sector (profit and non-profit).

A sixth, but unwritten, criterion is the State's overall financial picture. The Commission is not unmindful of the competing needs of other state programs within the environment of fiscal restraint.

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<sup>15</sup> Judicature, Volume 78, Number 1, July-August, 1994, at 6.

Using all of the criteria above, the Commission's unequivocal conclusion is that Hawaii's judges are significantly under-compensated. Whether measured against what responsibilities judges are tasked with, their mandatory years of experience, judicial salaries in other jurisdictions, federal judicial salaries here in Hawaii, or other comparable positions here and on the mainland, the inescapable conclusion is that Hawaii's judges deserve, but are not receiving, a fair and just salary.

If we are to expect quality justice from our courts regardless of what courthouse we enter, then we must do more to ensure that we are, in fact, attracting and retaining the most highly qualified individuals in the State. If we should put off to the future, adequate judicial compensation, we run the clear and significant risk of jeopardizing the tradition of excellence established within our Judiciary. Judicial excellence cannot be preserved unless compensation levels are sufficient.

The Commission concludes, therefore, that in order to ensure that the most highly qualified individuals will be attracted to judicial service and will be able to serve and continue to serve without unreasonable economic hardship and with a level of judicial independence unaffected by financial concerns, a salary adjustment for state judges is essential.

The Commission also concludes, after examining judicial responsibilities, complexities of judicial service, mandatory years of experience, and other factors, that there should be a significant level of differentiation in salaries for the different court programs. Thus, the recommendation provides for a varying percentage of increase in base salaries for the justices and judges of the different court programs.

## RECOMMENDATIONS

In accordance with Act 123, SLH 2003, the following recommendations are submitted to the 2004 Legislature. They will become effective on July 1, 2004, unless both houses of the Legislature approve a concurrent resolution that disapproves the recommendations.

1. Although the Commission is charged with recommending a salary adjustment starting with FY 2005, we recommend deferring all increases until FY 2006.
2. For FY 2006, we recommend an overall average salary increase of 14.0 percent<sup>16</sup>, or \$1,311,746 (see Appendix A for the details). This is an average of 2.8 percent per year from the last salary increase on July 1, 2000 to the next on July 1, 2005. This is in line with the U.S. Department of Labor, Consumer Price Index - Urban average increase of 2.9 percent per year for this same period.
3. Incremental increases of 3.5 percent per year from FY 2007 through FY 2012 for justices, judges, and appointed judiciary administrative officers. This is in line with the national average of 3.51% for Circuit Court judges over the last eight years.

The recommended increases would result in the salary structure shown on page 19 and in Appendix A.

### Proposed Changes in Statutes

While the Salary Commission is not tasked with recommending amendments to statutes nor, to our understanding, do such recommendations have the force of law, our experience over the last few months gives rise to two concerns. Hence, we respectfully submit the following proposals for consideration:

1. That the Judicial Salary Commission convene every four years rather than every eight.
2. That it begin its work in September rather than November.

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<sup>16</sup> The actual percentage increase for FY 2006 varies by court program as reflected in the Appendix A. See Appendix A for this and other details of the increase.

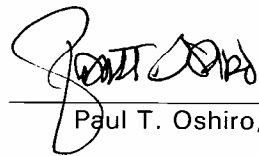
In its deliberations, the Commission found the current eight year period creates a great deal of uncertainty as to the appropriate level of salary adjustment given the need to predict the performance of the Hawaii economy and the need for fair and reasonable adjustments.

In addition, convening in September, rather than November, will provide the Commission time to complete its recommendations and submit them to the Legislature prior to the opening of session rather than the present 40 days into the session.

## Judicial Salary Commission Recommendations

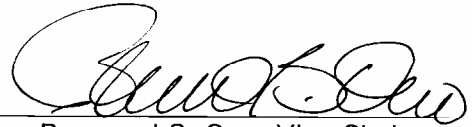
	<b>FY06</b> (7/1/05)	<b>FY07</b> (7/1/06)	<b>FY08</b> (7/1/07)	<b>FY09</b> (7/1/08)	<b>FY10</b> (7/1/09)	<b>FY11</b> (7/1/10)	<b>FY12</b> (7/1/11)
<b>Chief Justice:</b>	\$140,000	\$144,900	\$149,972	\$155,221	\$160,654	\$166,277	\$172,097
<b>Associate Justice:</b>	\$135,000	\$139,725	\$144,615	\$149,677	\$154,916	\$160,338	\$165,950
 <b>ICA Chief Judge:</b>	 \$130,000	 \$134,550	 \$139,259	 \$144,133	 \$149,178	 \$154,399	 \$159,803
<b>Associate Judge:</b>	\$125,000	\$129,375	\$133,903	\$138,590	\$143,441	\$148,461	\$153,657
 <b>Circuit Court Judge:</b>	 \$121,600	 \$125,856	 \$130,261	 \$134,820	 \$139,539	 \$144,423	 \$149,478
 <b>Dist./Fam. Court Judge:</b>	 \$114,600	 \$118,611	 \$122,762	 \$127,059	 \$131,506	 \$136,109	 \$140,873
 <b>Administrative Director of the Courts:</b>	 \$105,000	 \$108,675	 \$112,479	 \$116,416	 \$120,491	 \$124,708	 \$129,073
 <b>Deputy Administrative Director of the Courts:</b>	 \$100,000	 \$103,500	 \$107,123	 \$110,872	 \$114,753	 \$118,769	 \$122,926

Respectfully submitted:



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Paul T. Oshiro, Chair



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Raymond S. Ono, Vice Chair




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Michael P. Irish



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Kirk T. Tengan



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Lily K. Yao



## **APPENDICES**

**Appendix A. Salary Schedule**

PTO18(Final)	B	C	D	E	F	G	H	I	J	K
Name	Number	Present Salary	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12
CJ Supreme	1	\$116,779		\$140,000	\$144,900	\$149,972	\$155,221	\$160,654	\$166,277	\$172,097
		\$116,779		1.1988	1.0350	1.0350	1.0350	1.0350	1.0350	1.0350
AJ Supreme	4	\$115,547		\$135,000	\$139,725	\$144,615	\$149,677	\$154,916	\$160,338	\$165,950
		\$462,188		\$540,000	\$558,900	\$578,460	\$598,708	\$619,664	\$641,352	\$663,800
				1.1684	1.0350	1.0350	1.0350	1.0350	1.0350	1.0350
				-\$5,000	-\$5,175	-\$5,357	-\$5,544	-\$5,738	-\$5,939	-\$6,147
CJ Intermediate	1	\$112,466		\$130,000	\$134,550	\$139,259	\$144,133	\$149,178	\$154,399	\$159,803
		\$112,466		\$130,000	\$134,550	\$139,259	\$144,133	\$149,178	\$154,399	\$159,803
				1.1559	1.0350	1.0350	1.0350	1.0350	1.0350	1.0350
				-\$5,000	-\$5,175	-\$5,356	-\$5,544	-\$5,738	-\$5,939	-\$6,147
AJ Intermediate	5	\$110,618		\$125,000	\$129,375	\$133,903	\$138,590	\$143,441	\$148,461	\$153,657
		\$553,090		\$625,000	\$646,875	\$669,515	\$692,950	\$717,205	\$742,305	\$768,285
				1.1300	1.0350	1.0350	1.0350	1.0350	1.0350	1.0350
				-\$5,000	-\$5,175	-\$5,356	-\$5,543	-\$5,737	-\$5,938	-\$6,146
Circuit	31	\$106,922		\$121,600	\$125,856	\$130,261	\$134,820	\$139,539	\$144,423	\$149,478
		\$3,314,582		\$3,769,600	\$3,901,536	\$4,038,091	\$4,179,420	\$4,325,709	\$4,477,113	\$4,633,818
				1.1373	1.0350	1.0350	1.0350	1.0350	1.0350	1.0350
				-\$3,400	-\$3,519	-\$3,642	-\$3,770	-\$3,902	-\$4,038	-\$4,179
Dist/Fam/Per Diem*	46	\$100,761		\$114,600	\$118,611	\$122,762	\$127,059	\$131,506	\$136,109	\$140,873
		\$4,635,006		\$5,271,600	\$5,456,106	\$5,647,052	\$5,844,714	\$6,049,276	\$6,261,014	\$6,480,158
				1.1373	1.0350	1.0350	1.0350	1.0350	1.0350	1.0350
				-\$7,000	-\$7,245	-\$7,499	-\$7,761	-\$8,033	-\$8,314	-\$8,605
Admin Director	1	\$90,041		\$105,000	\$108,675	\$112,479	\$116,416	\$120,491	\$124,708	\$129,073
		\$90,041		\$105,000	\$108,675	\$112,479	\$116,416	\$120,491	\$124,708	\$129,073
				1.1661	1.0350	1.0350	1.0350	1.0350	1.0350	1.0350
Deputy Director	1	\$85,302		\$100,000	\$103,500	\$107,123	\$110,872	\$114,753	\$118,769	\$122,926
		\$85,302		\$100,000	\$103,500	\$107,123	\$110,872	\$114,753	\$118,769	\$122,926
				1.1723	1.0350	1.0350	1.0350	1.0350	1.0350	1.0350
				-\$5,000	-\$5,175	-\$5,356	-\$5,544	-\$5,738	-\$5,939	-\$6,147
Total	90	\$9,369,454		\$10,681,200	\$11,055,042	\$11,441,951	\$11,842,434	\$12,256,930	\$12,685,937	\$13,129,960
				\$1,311,746	\$373,842	\$386,909	\$400,483	\$414,496	\$429,007	\$444,023
		Percentage Increase		14.00%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%

\* For budgeting purposes, based on historical data, a FTE of 10 is used for the number of per diem judges utilized per year. In addition, three Family Court judges are shown and budgeted in the Circuit Court level.

## Appendix B. Position Duties and Responsibilities

### Chief Justice

The Chief Justice is a constitutional officer selected by the Governor, subject to Senate confirmation, from a list of qualified candidates submitted by the Judicial Selection Commission. The Chief Justice is appointed for a 10-year term. Mandatory retirement age is 70 years.

The Chief Justice is the administrative head of the Judiciary. The Chief Justice bears overall responsibility for managing the courts' caseloads and is specifically responsible for assigning judges from one circuit to another, for assigning District judges to serve temporarily on the Circuit Court, for assigning Circuit judges to serve temporarily on the ICA or the Supreme Court, for assigning ICA judges to serve temporarily on the Supreme Court, for appointing *per diem* judges to serve temporarily on the District Courts and District Family Courts, and for assigning retired justices and judges to serve on the court from which each retired when such assignments are needed. In addition, the Chief Justice is tasked with organizing and administering, through the Office of the Administrative Director of the Courts, the programs and services assigned to the Judiciary.

In addition to administrative duties, the Chief Justice is presiding justice of the Supreme Court of the State of Hawaii. In that role, the Chief Justice organizes the work of the Court, monitors its case management, and directly supervises the Chief Clerk and the Court Staff Attorney.

The Chief Justice maintains, as one of the five members of the Supreme Court, a full caseload. That is, together with the other members of the Court, the Chief Justice hears and decides appeals and original proceedings<sup>17</sup> that come within the Supreme Court's jurisdiction.

The Chief Justice is the State's official representative of the third branch of government and, in that capacity, attends and participates in ceremonial functions, meetings, conferences, and other events.

The Chief Justice participates in judicial evaluations and counsels judges when warranted or requested.

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<sup>17</sup> Original proceedings include election contests, extraordinary petitions, bar admission proceedings, attorney discipline proceedings, judicial discipline proceedings, and rule making for all state courts.

### **Associate Justice**

Each Associate Justice is a constitutional officer selected by the Governor, subject to state Senate confirmation, from a list of qualified candidates submitted by the Judicial Selection Commission. Each Associate Justice is appointed for a 10-year term. Mandatory retirement age is 70 years.

Each Associate Justice, together with the other members of the Court, hears and decides appeals and original proceedings that come within the Supreme Court's jurisdiction. Each Associate Justice, as assigned by the Chief Justice, may be responsible for monitoring one or more aspects of case processing or regulation of attorneys or court reporters. Current assignments include responsibility for assignment of cases to either the ICA or the Supreme Court, assignment of cases to primary justices, substantive motions, original proceedings, procedural motions, defaults, judicial education, bar and disciplinary matters, and court reporters.

### **ICA Chief Judge**

The Chief Judge of the ICA is a constitutional officer selected by the Governor, subject to state Senate confirmation, from a list of qualified candidates submitted by the Judicial Selection Commission. The Chief Judge is appointed for a 10-year term. Mandatory retirement age is 70 years.

The Chief Judge of the ICA is responsible for monitoring and managing the ICA's caseload. That is, the Chief Judge constitutes/organizes the ICA panels, assigns cases to panels, designates the presiding judge for each panel, and the primary judge for each case.

The Chief Judge maintains, as one of the members of a panel, a full caseload. Together with the other members of the Court, the Chief Judge hears and decides appeals and other matters assigned by the Supreme Court to the ICA.<sup>18</sup> The Chief Judge may sit, when assigned by the Chief Justice, with the Supreme Court to hear and decide matters before the Supreme Court. The Chief Judge may be assigned by the Chief Justice to sit on one or more of the committees that advise the Chief Justice or the Supreme Court about court and Judiciary administration or court rules.

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<sup>18</sup> Although the Supreme Court and the ICA generally have concurrent jurisdiction over appeals and original proceedings, the Supreme Court seldom, if ever, assigns original proceedings to the ICA.

**ICA Associate Judge**

Each Associate Judge of the ICA is a constitutional officer selected by the Governor, subject to state Senate confirmation, from a list of qualified candidates submitted by the Judicial Selection Commission. Each Associate Judge is appointed for a 10-year term. Mandatory retirement age is 70 years.

Each Associate Judge hears and decides, along with two other members of the court, appeals or other matters assigned to the ICA by the Supreme Court.

An Associate Judge may sit, when assigned by the Chief Justice, with the Supreme Court to hear and decide matters before the Supreme Court. An Associate Judge may be assigned by the Chief Justice to sit on one or more committees that advise the Chief Justice or the Supreme Court about matters of court and Judiciary administration and court rules.

**Circuit Court Judge**

Each Circuit Judge is a constitutional officer selected by the Governor, subject to state Senate confirmation, from a list of qualified candidates submitted by the Judicial Selection Commission. Each Circuit Judge is appointed for a 10-year term. Mandatory retirement age is 70 years.

Each Circuit Judge hears and decides, with or without a jury, cases that come within the jurisdiction of the Circuit courts. Circuit Judges may be assigned to sit with the ICA or the Supreme Court for specific cases.

A Circuit Judge may be appointed by the Chief Justice to serve as Chief Judge or Deputy Chief Judge to assist with caseload management and other administrative matters. A Circuit Judge may be assigned to sit on one or more committees that advise the Chief Justice and the Supreme Court about court and Judiciary administration and court rules.

**District Court and District Family Court Judges**

Each District Judge or District Family Judge (together, District Judge) is a constitutional officer selected by the Chief Justice, subject to state Senate confirmation, from a list of qualified candidates submitted by the Judicial Selection Commission. Each District Judge is appointed for a six-year term. Mandatory retirement age is 70 years.

Each District Judge hears and decides, without a jury, cases that come within the jurisdiction of the District or District Family Courts. District Judges may be assigned to sit on the Circuit Court when needed. A District Judge may be assigned to sit on one or more committees that advise the Chief Justice and the Supreme Court about Judiciary administration and court rules.

### ***Per Diem* Judges**

*Per Diem* Judges are appointed by the Chief Justice to serve on the District Court or the District Family Court on a temporary basis. By statute, *Per Diem* Judges are paid at the daily rate for District Judges. *Per Diem* Judges perform the same adjudicatory functions that are performed by their full-time counterparts.

### **Administrative Director of the Courts**

The ADOC is appointed by the Chief Justice, with the approval of the Supreme Court, and assists the Chief Justice in directing the administration of the Judiciary. The ADOC, subject to the direction of the Chief Justice, performs the following functions:

1. Examines the administrative methods of the courts and makes recommendations to the Chief Justice for their improvement;
2. Examines the state of dockets of the courts, secures information as to their needs of assistance, if any, prepares statistical data and reports of the business of the courts and advises the Chief Justice to the end that proper action may be taken;
3. Examines the estimates of the courts for appropriations and presents to the Chief Justice the ADOC's recommendations concerning them;
4. Examines the statistical systems of the courts and makes recommendations to the Chief Justice for a uniform system of judicial statistics;
5. Collects, analyzes, and reports to the Chief Justice statistical and other data concerning the business of the courts;
6. Assists the Chief Justice in the preparation of the budget, the six-year program and financial plan, the variance report and any other reports requested by the Legislature;



7. Carries out all duties and responsibilities that are specified in Hawaii Revised Statutes, Title 7, as it pertains to employees of the Judiciary; and
8. Attends to such other matters as may be assigned by the Chief Justice.

**Deputy Administrative Director**

The Deputy Administrative Director serves as deputy to the ADOC and assists in the administration of the Judiciary, with responsibility for the efficient operation of the courts and for the expeditious dispatch of all judicial business.

The Deputy Administrative Director serves as Acting ADOC in the absence of the supervisor.

As Deputy to the ADOC participates in policymaking, analysis, and evaluation of Judiciary plans and programs to implement improvements in the provision of administrative services to the courts.

The Deputy Administrative Director represents the ADOC at legislative and other hearings and meetings. Initiates legislative proposals and/or change in behalf of the Judiciary, reviews proposed legislation affecting the Judiciary, keeps the ADOC apprised of legislative activities as they affect the Judiciary.

The Deputy Administrative Director serves as liaison between the Judiciary and the various levels of government and agencies in coordinating activities crossing jurisdictional lines.

## Appendix C. Federal System Judicial Salaries

(As of 01/01/03)

Chief Justice	\$198,600
Associate Justices	\$190,100
U.S. Circuit Courts of Appeals Judges	\$164,000
U.S. District Court Judges	\$154,700 **
U.S. Claims Court Judges	\$154,700
U.S. Court of International Trade Judges	\$154,700
U.S. Bankruptcy Judges *	\$142,324 **
U.S. Magistrate Judges *	\$142,324 **

### Notes:

\* Set by law at 92% of U.S. District Court judge's salary

\*\* Federal judges in Hawaii also receive a cost of living adjustment (COLA) of 25%

## **Appendix D. Salary Comparisons Among States, 2003**

**SALARY COMPARISON AMONG STATES, 2003: GENERAL TRIAL COURT (eff. 4/1/03)**

<b>Rank</b>	<b>State</b>	<b>Actual Salary</b>
1	District of Columbia	\$154,700
2	New Jersey	141,000
3	Delaware	140,200
4	Michigan	139,919
5	California	139,476
6	New York	136,700
7	Illinois	136,546
8	Florida	133,250
9	Nevada	130,000
10	Connecticut	125,000
11	Virginia	123,027
12	Washington	121,972
13	Georgia	121,938
14	Pennsylvania	121,225
15	Arizona	120,750
16	Maryland	119,600
17	Rhode Island	119,579
18	Arkansas	115,659
19	Minnesota	114,700
20	South Carolina	113,535
21	Kentucky	113,266
22	Massachusetts	112,777
23	Alabama	111,973
24	Tennessee	111,060
25	Nebraska	110,330
26	Iowa	109,810
27	Texas	109,158
28	Alaska	109,032
29	Wisconsin	108,950
30	Missouri	108,000
31	Ohio	107,600
<b>32</b>	<b>Hawaii ***</b>	<b>106,922</b>
33	New Hampshire	106,187
34	Colorado	104,637
35	North Carolina	104,523
36	Utah	103,700
37	Vermont	102,813
38	Louisiana	100,743
39	Wyoming	100,000
40	Kansas	98,744
41	Maine	98,377
42	Oklahoma	95,898
43	Oregon	95,800
44	Idaho	95,718
45	Mississippi	94,700
46	South Dakota	94,029
47	North Dakota	90,671
48	Indiana	90,000
49	West Virginia	90,000
50	New Mexico	86,896
51	Montana	82,600

Source: "Survey of Judicial Salaries" published by the NCSC, Vol. 28, No. 1, As of April 1, 2003.

\*\*\* This table reflects the salary for a General Trial Court Judge.

**SALARY COMPARISON AMONG STATES, 2003: GENERAL TRIAL COURT (eff. 4/1/03)**

Rank	State	Actual Salary	Adj. Salary	ACCRA Factor
1	Michigan	\$139,919	\$138,181	1.01
2	Delaware	140,200	137,796	1.02
3	Florida	133,250	137,033	0.97
4	Illinois	136,546	134,943	1.01
5	Georgia	121,938	132,213	0.92
6	Arkansas	115,659	129,794	0.89
7	Maryland	119,600	126,489	0.95
8	Nevada	130,000	126,348	1.03
9	Tennessee	111,060	123,976	0.90
10	Kentucky	113,266	123,233	0.92
11	Arizona	120,750	122,908	0.98
12	Alabama	111,973	121,710	0.92
13	Pennsylvania	121,225	121,060	1.00
14	Virginia	123,027	120,915	1.02
15	Texas	109,158	120,328	0.91
16	South Carolina	113,535	116,836	0.97
17	Iowa	109,810	116,403	0.94
18	Nebraska	110,330	116,238	0.95
19	Missouri	108,000	115,104	0.94
20	District of Columbia	154,700	114,918	1.35
21	Washington	121,972	114,642	1.06
22	New York	136,700	113,400	1.21
23	Wisconsin	108,950	112,745	0.97
24	California	139,476	112,465	1.24
25	Minnesota	114,700	111,440	1.03
26	Ohio	107,600	110,927	0.97
27	Utah	103,700	110,454	0.94
28	North Carolina	104,523	107,698	0.97
29	Vermont	102,813	105,775	0.97
30	Oklahoma	95,898	105,354	0.91
31	Kansas	98,744	104,536	0.94
32	Louisiana	100,743	104,060	0.97
33	Idaho	95,718	102,649	0.93
34	Colorado	104,637	102,052	1.03
35	Mississippi	94,700	101,726	0.93
36	Wyoming	100,000	99,970	1.00
37	North Dakota	90,671	99,498	0.91
38	New Jersey	141,000	98,393	1.43
39	Connecticut	125,000	97,319	1.28
40	West Virginia	90,000	96,235	0.95
41	South Dakota	94,029	95,966	0.98
42	Indiana	90,000	95,156	0.94
43	Oregon	95,800	91,303	1.05
44	Massachusetts	112,777	90,459	1.25
45	New Mexico	86,896	87,368	0.99
46	Alaska	109,032	86,005	1.27
47	Montana	82,600	84,530	0.98
48	Hawaii ***	106,922	72,293	1.48
49	Maine	98,377	N/A	N/A
50	New Hampshire	106,187	N/A	N/A
51	Rhode Island	119,579	N/A	N/A

Source: "Survey of Judicial Salaries" published by the NCSC, Vol. 28, No. 1, As of April 1, 2003.

\*\*\* This table reflects the salary for a General Trial Court Judge.

The ACCRA Cost of Living Index measures relative price levels for consumer goods and services in participating areas.

Note: Since the ACCRA factor is rounded off to two decimal places, the final rankings for several states, based on their adjusted salaries, may be affected.

**SALARY COMPARISON AMONG STATES, 2003: HIGHEST COURT (eff. 4/1/03)**

<b>Rank</b>	<b>State</b>	<b>Actual Salary</b>
1	California	\$170,319
2	Michigan	164,610
3	District of Columbia	164,100
4	New Jersey	158,500
5	Illinois	158,103
6	Florida	153,750
7	Georgia	153,086
8	Alabama	152,027
9	New York	151,200
10	Delaware	147,000
11	Nevada	140,000
12	Pennsylvania	139,585
13	Connecticut	138,404
14	Washington	134,584
15	Rhode Island	132,817
16	Virginia	132,523
17	Maryland	131,600
18	Minnesota	129,674
19	Massachusetts	126,943
20	Arizona	126,525
21	Ohio	125,500
22	Arkansas	123,475
23	Kentucky	123,335
24	Missouri	123,000
25	Wisconsin	122,418
26	Tennessee	121,740
27	Iowa	120,100
28	South Carolina	119,510
29	Nebraska	119,276
30	Alaska	117,900
<b>31</b>	<b>Hawaii *</b>	<b>115,547</b>
32	North Carolina	115,336
33	Indiana	115,000
34	Utah	114,050
35	Colorado	113,637
36	New Hampshire	113,266
37	Kansas	113,073
38	Texas	113,000
39	Louisiana	112,668
40	Vermont	108,149
41	Oklahoma	106,706
42	Oregon	105,200
43	Wyoming	105,000
44	Maine	104,929
45	Idaho	102,125
46	Mississippi	102,000
47	South Dakota	100,671
48	North Dakota	99,122
49	New Mexico	96,283
50	West Virginia	95,000
51	Montana	89,381

Source: "Survey of Judicial Salaries" published by the NCSC, Vol. 28, No. 1, As of April 1, 2003.

\* This table reflects the salary for an Associate Justice of the Hawai'i Supreme Court.

**SALARY COMPARISON AMONG STATES, 2003: HIGHEST COURT (eff. 4/1/03)**

Rank	State	Actual Salary	Adj. Salary	ACCRA Factor
1	Georgia	\$153,086	\$166,398	0.92
2	Alabama	152,027	165,247	0.92
3	Michigan	164,610	162,980	1.01
4	Florida	153,750	158,505	0.97
5	Illinois	158,103	156,538	1.01
6	Delaware	147,000	144,118	1.02
7	Pennsylvania	139,585	139,585	1.00
8	Arkansas	123,475	138,736	0.89
9	Maryland	131,600	138,526	0.95
10	California	170,319	137,354	1.24
11	Nevada	140,000	135,922	1.03
12	Tennessee	121,740	135,267	0.90
13	Kentucky	123,335	134,060	0.92
14	Missouri	123,000	130,851	0.94
15	Virginia	132,523	129,925	1.02
16	Ohio	125,500	129,381	0.97
17	Arizona	126,525	129,107	0.98
18	Iowa	120,100	127,766	0.94
19	Washington	134,584	126,966	1.06
20	Wisconsin	122,418	126,204	0.97
21	Minnesota	129,674	125,897	1.03
22	Nebraska	119,276	125,554	0.95
23	New York	151,200	124,959	1.21
24	Texas	113,000	124,176	0.91
25	South Carolina	119,510	123,206	0.97
26	District of Columbia	164,100	121,556	1.35
27	Utah	114,050	121,330	0.94
28	Indiana	115,000	121,053	0.95
29	Kansas	113,073	120,290	0.94
30	North Carolina	115,336	118,903	0.97
31	Oklahoma	106,706	117,259	0.91
32	Louisiana	112,668	116,153	0.97
33	Vermont	108,149	111,494	0.97
34	New Jersey	158,500	110,839	1.43
35	Colorado	113,637	110,327	1.03
36	Idaho	102,125	109,812	0.93
37	Mississippi	102,000	109,677	0.93
38	North Dakota	99,122	108,925	0.91
39	Connecticut	138,404	108,128	1.28
40	Wyoming	105,000	105,000	1.00
41	South Dakota	100,671	102,726	0.98
42	Massachusetts	126,943	101,554	1.25
43	Oregon	105,200	100,190	1.05
44	New Mexico	96,283	96,283	0.99
45	West Virginia	95,000	95,000	0.94
46	Alaska	117,900	92,835	1.27
47	Montana	89,381	89,381	0.98
<b>48</b>	<b>Hawaii *</b>	<b>115,547</b>	<b>78,072</b>	<b>1.48</b>
49	Maine	104,929	N/A	N/A
50	New Hampshire	113,266	N/A	N/A
51	Rhode Island	132,817	N/A	N/A

Source: "Survey of Judicial Salaries" published by the NCSC, Vol. 28, No. 1, As of April 1, 2003.

\* This table reflects the salary for an Associate Justice of the Hawai'i Supreme Court.

The ACCRA Cost of Living Index measures relative price levels for consumer goods and services in participating areas.

Note: Since the ACCRA factor is rounded off to two decimal places, the final rankings for several states, based on their adjusted salaries, may be affected.



**SALARY COMPARISON AMONG STATES, 2003: INTERMEDIATE APPELLATE COURT (eff. 4/1/03)**

<b>Rank</b>	<b>State <sup>1)</sup></b>	<b>Actual Salary</b>
1	California	\$159,657
2	Georgia	152,139
3	Michigan	151,441
4	Alabama	151,027
5	New Jersey	150,000
6	Illinois	148,803
7	New York	144,000
8	Florida	141,963
9	Pennsylvania	135,213
10	Connecticut	129,988
11	Washington	128,116
12	Virginia	125,899
13	Arizona	123,900
14	Maryland	123,800
15	Minnesota	122,186
16	Arkansas	119,569
17	Kentucky	118,300
18	Massachusetts	117,467
19	Ohio	117,000
20	South Carolina	116,521
21	Tennessee	116,064
22	Iowa	115,540
23	Wisconsin	115,490
24	Missouri	115,000
25	Nebraska	113,312
26	Alaska	111,384
<b>27</b>	<b>Hawaii <sup>**</sup></b>	<b>110,618</b>
28	North Carolina	110,530
29	Indiana	110,000
30	Kansas	109,157
31	Colorado	109,137
32	Utah	108,900
33	Texas	107,350
34	Louisiana	106,706
35	Oregon	102,800
36	Oklahoma	101,714
37	Idaho	101,125
38	Mississippi	95,500
39	New Mexico	91,469
40	Maine	0
40	South Dakota	0
40	Wyoming	0
40	Nevada	0
40	West Virginia	0
40	Montana	0
40	Delaware	0
40	Vermont	0
40	North Dakota	0
40	New Hampshire	0
40	Rhode Island	0
40	District of Columbia	0

Source: "Survey of Judicial Salaries" published by the NCSC, Vol. 28, No. 1, As of April 1, 2003.

<sup>\*\*</sup> This table reflects the salary for an Associate Judge of the Hawai'i Intermediate Court of Appeals.

<sup>1)</sup> Note: Not all states have an intermediate appellate court.

**SALARY COMPARISON AMONG STATES, 2003: INTERMEDIATE APPELLATE COURT (eff. 4/1/03)**

Rank	State	Actual Salary	Adj. Salary	ACCRA Factor
1	Georgia	\$152,139	\$165,368	0.92
2	Alabama	151,027	164,160	0.92
3	Michigan	151,441	149,942	1.01
4	Illinois	148,803	147,330	1.01
5	Florida	141,963	146,354	0.97
6	Pennsylvania	135,213	135,213	1.00
7	Arkansas	119,569	134,347	0.89
8	Maryland	123,800	130,316	0.95
9	Tennessee	116,064	128,960	0.90
10	California	159,657	128,756	1.24
11	Kentucky	118,300	128,587	0.92
12	Arizona	123,900	126,429	0.98
13	Virginia	125,899	123,430	1.02
14	Iowa	115,540	122,915	0.94
15	Missouri	115,000	122,340	0.94
16	Washington	128,116	120,864	1.06
17	Ohio	117,000	120,619	0.97
18	South Carolina	116,521	120,125	0.97
19	Nebraska	113,312	119,276	0.95
20	Wisconsin	115,490	119,062	0.97
21	New York	144,000	119,008	1.21
22	Minnesota	122,186	118,627	1.03
23	Texas	107,350	117,967	0.91
24	Kansas	109,157	116,124	0.94
25	Utah	108,900	115,851	0.94
26	Indiana	110,000	115,789	0.95
27	North Carolina	110,530	113,948	0.97
28	Oklahoma	101,714	111,774	0.91
29	Louisiana	106,706	110,006	0.97
30	Idaho	101,125	108,737	0.93
31	Colorado	109,137	105,958	1.03
32	New Jersey	150,000	104,895	1.43
33	Mississippi	95,500	102,688	0.93
34	Connecticut	129,988	101,553	1.28
35	Oregon	102,800	97,905	1.05
36	Massachusetts	117,467	93,974	1.25
37	New Mexico	91,469	92,393	0.99
38	Alaska	111,384	87,704	1.27
39	Hawaii **	110,618	74,742	1.48
40	Delaware	0	N/A	N/A
40	Rhode Island	0	N/A	N/A
40	New Hampshire	0	N/A	N/A
40	North Dakota	0	N/A	N/A
40	Vermont	0	N/A	N/A
40	District of Columbia	0	N/A	N/A
40	Montana	0	N/A	N/A
40	West Virginia	0	N/A	N/A
40	Nevada	0	N/A	N/A
40	Wyoming	0	N/A	N/A
40	South Dakota	0	N/A	N/A
40	Maine	0	N/A	N/A

Source: "Survey of Judicial Salaries" published by the NCSC, Vol. 28, No. 1, As of April 1, 2003.

\*\* This table reflects the salary for an Associate Judge of the Hawaii Intermediate Court of Appeals.

The ACCRA Cost of Living Index measures relative price levels for consumer goods and services in participating areas.

Note: Since the ACCRA factor is rounded off to two decimal places, the final rankings for several states, based on their adjusted salaries, may be affected.

**SALARY COMPARISON AMONG STATES, 2003: STATE COURT ADMINISTRATORS (eff. 4/1/03)**

<b>Rank</b>	<b>State</b>	<b>Actual Salary</b>
1	California	\$176,000
2	District of Columbia	155,000
3	New Jersey	150,000
4	Illinois	149,000
5	New York	148,000
6	Connecticut	144,000
7	Arizona	136,000
8	Pennsylvania	134,000
9	Florida	128,000
10	Michigan	126,000
11	Virginia	125,000
12	Iowa	123,000
13	Massachusetts	122,000
14	Maryland	119,000
15	Georgia	117,000
16	Tennessee *	116,000
17	Alaska *	116,000
18	Washington *	116,000
19	Wisconsin *	115,000
20	Ohio *	115,000
21	Minnesota *	115,000
22	Kentucky	113,000
23	Colorado	112,000
24	Oregon *	108,000
25	Missouri *	108,000
26	Delaware *	108,000
27	North Carolina *	108,000
28	Louisiana *	107,000
29	Rhode Island *	107,000
30	Alabama	105,000
31	Utah	104,000
32	Vermont	103,000
33	Oklahoma	102,000
34	Nevada	100,000
35	Kansas *	99,000
36	South Carolina *	99,000
37	Indiana *	99,000
38	Texas	98,000
39	Idaho *	97,000
40	Nebraska *	97,000
41	New Hampshire	96,000
42	New Mexico	94,000
43	Maine	92,000
44	Montana *	91,000
45	Arkansas *	91,000
<b>46</b>	<b>Hawaii</b>	<b>90,000</b>
47	South Dakota	89,000
48	West Virginia	88,000
49	North Dakota	84,000
50	Mississippi *	83,000
51	Wyoming *	83,000

Source: "Survey of Judicial Salaries," published by the NCSC, Vol. 28, No. 1, As of April 1, 2003.

Salary information obtained for State Court Administrators nationwide have been rounded off.

\* At the indicated level, two or more states provided the same salaries (rounded) so the ranking is only a relative standing a relative standing (i.e., there is no difference between the ranking of 16 through 18 and 19 through 21 for example).

**SALARY COMPARISON AMONG STATES, 2003: STATE COURT ADMINISTRATORS (eff. 4/1/03)**

Rank	State	Actual Salary	Adj. Salary	ACCRA Factor
1	Illinois	\$149,000	\$147,525	1.01
2	California	176,000	141,935	1.24
3	Arizona	136,000	138,776	0.98
4	Pennsylvania	134,000	134,000	1.00
5	Florida	128,000	131,959	0.97
6	Iowa	123,000	130,851	0.94
7	Tennessee *	116,000	128,889	0.9
8	Georgia	117,000	127,174	0.92
9	Maryland	119,000	125,263	0.95
10	Michigan	126,000	124,752	1.01
11	Kentucky	113,000	122,826	0.92
12	Virginia	125,000	122,549	1.02
13	New York	148,000	122,314	1.21
14	Wisconsin *	115,000	118,557	0.97
15	Ohio *	115,000	118,557	0.97
16	Missouri *	108,000	114,894	0.94
17	District of Columbia	155,000	114,815	1.35
18	Alabama	105,000	114,130	0.92
19	Connecticut	144,000	112,500	1.28
20	Oklahoma	102,000	112,088	0.91
21	Minnesota *	115,000	111,650	1.03
22	North Carolina *	108,000	111,340	0.97
23	Utah	104,000	110,638	0.94
24	Louisiana *	107,000	110,309	0.97
25	Washington *	116,000	109,434	1.06
26	Colorado	112,000	108,738	1.03
27	Texas	98,000	107,692	0.91
28	Vermont	103,000	106,186	0.97
29	Delaware *	108,000	105,882	1.02
30	Kansas *	99,000	105,319	0.94
31	New Jersey	150,000	104,895	1.43
32	Idaho *	97,000	104,301	0.93
33	Indiana *	99,000	104,211	0.95
34	Oregon *	108,000	102,857	1.05
35	Arkansas *	91,000	102,247	0.89
36	Nebraska *	97,000	102,105	0.95
37	South Carolina *	99,000	102,062	0.97
38	Massachusetts	122,000	97,600	1.25
39	Nevada	100,000	97,087	1.03
40	New Mexico	94,000	94,949	0.99
41	West Virginia	88,000	93,617	0.94
42	Montana *	91,000	92,857	0.98
43	North Dakota	84,000	92,308	0.91
44	Alaska *	116,000	91,339	1.27
45	South Dakota	89,000	90,816	0.98
46	Mississippi *	83,000	89,247	0.93
47	Wyoming *	83,000	83,000	1.00
48	Hawaii	90,000	60,811	1.48
49	Maine	92,000	N/A	N/A
50	New Hampshire	96,000	N/A	N/A
51	Rhode Island *	107,000	N/A	N/A

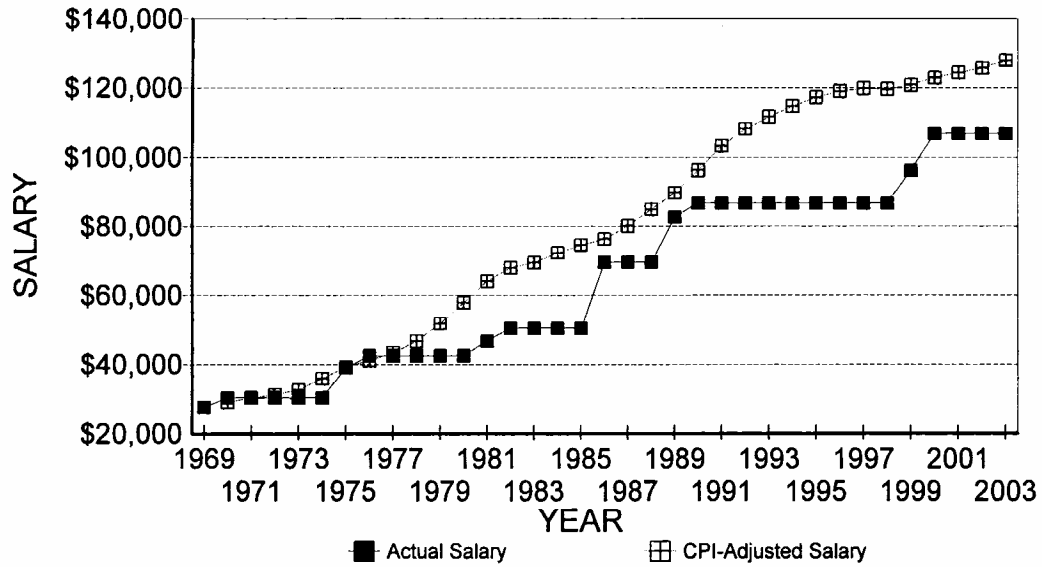
Source: "Survey of Judicial Salaries," published by the NCSC, Vol. 28, No. 1, As of April 1, 2003.

Salary information obtained for State Court Administrators nationwide have been rounded off.

\* At the indicated level, two or more states provided the same salaries (actual salaries) so the ranking is only a relative standing.

## **Appendix E. Comparison of Actual and CPI-Adjusted Salaries**

COMPARISON OF ACTUAL AND CPI-ADJUSTED SALARIES  
OF HAWAII CIRCUIT COURT JUDGES  
1969 - 2003

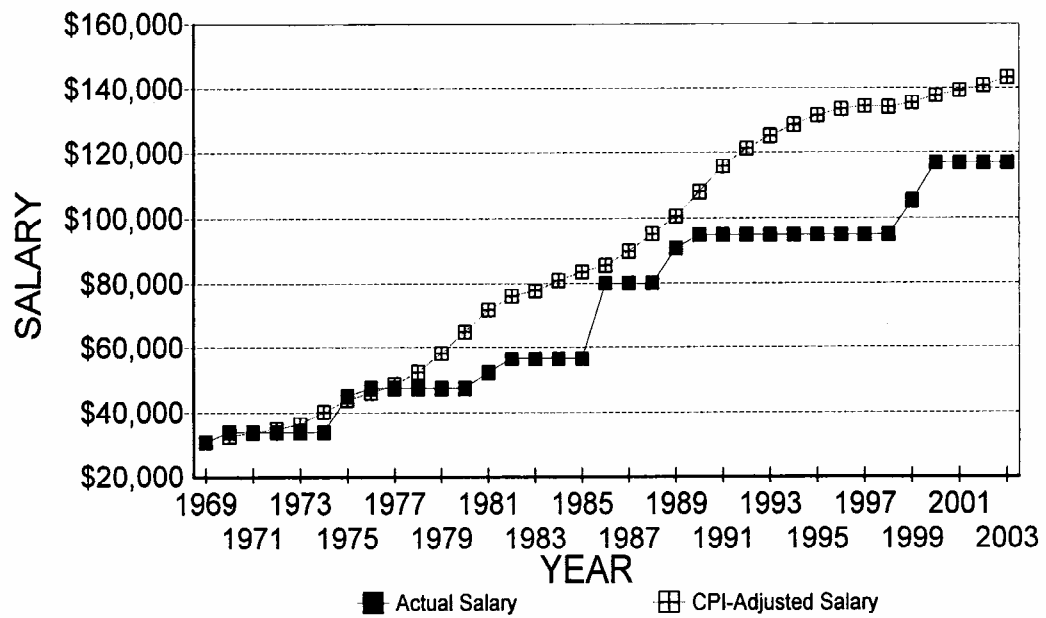


CHANGES IN HONOLULU CONSUMER PRICE INDEX (URBAN) AS COMPARED TO  
CHANGES IN CIRCUIT COURT JUDGES' SALARIES, 1969-2003  
[1982-1984 (CPI AVERAGE = 100)]

<u>YEAR</u>	<u>CPI-U</u>	<u>% CHANGE</u>	<u>ACTUAL SALARY</u>	<u>SALARY BASED ON CPI CHANGES</u>
1969	39.4		27,500	
1970	41.5	5.3	30,250	28,958
1971	43.2	4.1	30,250	30,145
1972	44.6	3.2	30,250	31,110
1973	46.6	4.5	30,250	32,510
1974	51.5	10.5	30,250	35,924
1975	56.3	9.3	39,100	39,265
1976	59.1	5.0	42,500	41,228
1977	62.1	5.1	42,500	43,331
1978	66.9	7.7	42,500	46,667
1979	74.3	11.1	42,500	51,847
1980	83.0	11.7	42,500	57,913
1981	91.7	10.5	46,750	63,994
1982	97.2	6.0	50,490	67,834
1983	99.3	2.2	50,490	69,326
1984	103.5	4.2	50,490	72,238
1985	106.8	3.2	50,490	74,550
1986	109.4	2.4	69,500	76,339
1987	114.9	5.0	69,500	80,156
1988	121.7	5.9	69,500	84,885
1989	128.7	5.8	82,699	89,808
1990	138.1	7.3	86,780	96,364
1991	148.0	7.2	86,780	103,302
1992	155.1	4.8	86,780	108,260
1993	160.1	3.2	86,780	111,724
1994	164.5	2.7	86,780	114,741
1995	168.1	2.2	86,780	117,265
1996	170.7	1.5	86,780	119,024
1997	171.9	0.7	86,780	119,857
1998	171.5	-0.2	86,780	119,617
1999	173.3	1.0	96,326	120,813
2000	176.3	1.7	106,922	122,867
2001	178.4	1.2	106,922	124,341
2002	180.3	1.1	106,922	125,709
2003	183.5	1.8	106,922	127,972



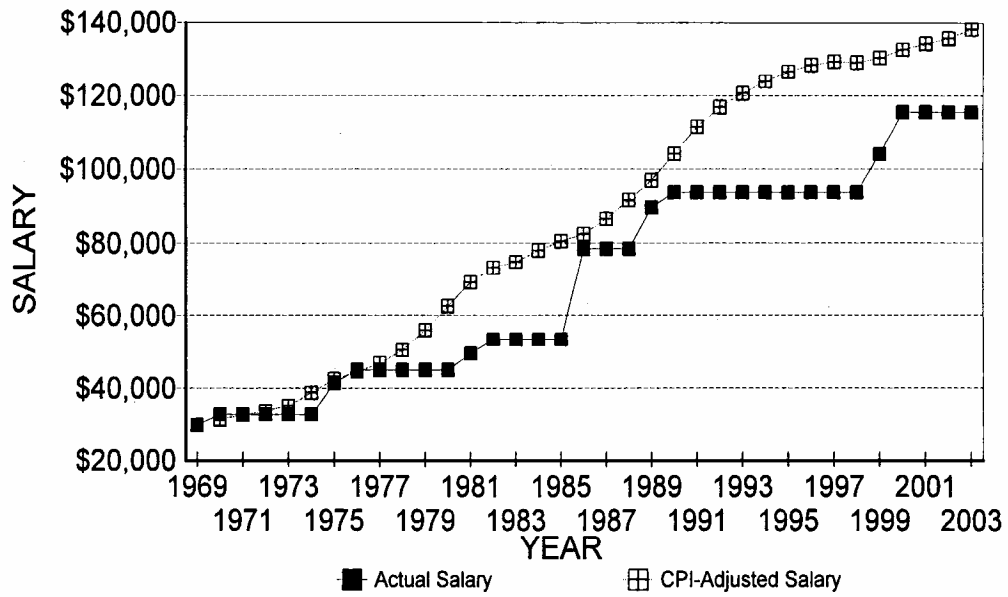
COMPARISON OF ACTUAL AND CPI-ADJUSTED SALARY  
OF HAWAII CHIEF JUSTICE  
1969 - 2003



CHANGES IN HONOLULU CONSUMER PRICE INDEX (URBAN) AS COMPARED TO  
CHANGES IN SUPREME COURT CHIEF JUSTICE'S SALARIES, 1969-2003  
[1982-1984 (CPI AVERAGE = 100)]

<u>YEAR</u>	<u>CPI-U</u>	<u>% CHANGE</u>	<u>ACTUAL SALARY</u>	<u>SALARY BASED ON CPI CHANGES</u>
1969	39.4		30,800	
1970	41.5	5.3	33,880	32,432
1971	43.2	4.1	33,880	33,762
1972	44.6	3.2	33,880	34,842
1973	46.6	4.5	33,880	36,410
1974	51.5	10.5	33,880	40,233
1975	56.3	9.3	45,125	43,975
1976	59.1	5.0	47,500	46,174
1977	62.1	5.1	47,500	48,529
1978	66.9	7.7	47,500	52,266
1979	74.3	11.1	47,500	58,068
1980	83.0	11.7	47,500	64,862
1981	91.7	10.5	52,250	71,673
1982	97.2	6.0	56,430	75,973
1983	99.3	2.2	56,430	77,644
1984	103.5	4.2	56,430	80,905
1985	106.8	3.2	56,430	83,494
1986	109.4	2.4	80,000	85,498
1987	114.9	5.0	80,000	89,773
1988	121.7	5.9	80,000	95,070
1989	128.7	5.8	90,699	100,584
1990	138.1	7.3	94,780	107,927
1991	148.0	7.2	94,780	115,698
1992	155.1	4.8	94,780	121,252
1993	160.1	3.2	94,780	125,132
1994	164.5	2.7	94,780	128,511
1995	168.1	2.2	94,780	131,338
1996	170.7	1.5	94,780	133,308
1997	171.9	0.7	94,780	134,241
1998	171.5	-0.2	94,780	133,973
1999	173.3	1.0	105,206	135,313
2000	176.3	1.7	116,779	137,613
2001	178.4	1.2	116,779	139,264
2002	180.3	1.1	116,779	140,796
2003	183.5	1.8	116,779	143,330

COMPARISON OF ACTUAL AND CPI-ADJUSTED SALARIES  
OF HAWAII ASSOCIATE JUSTICES  
1969 - 2003



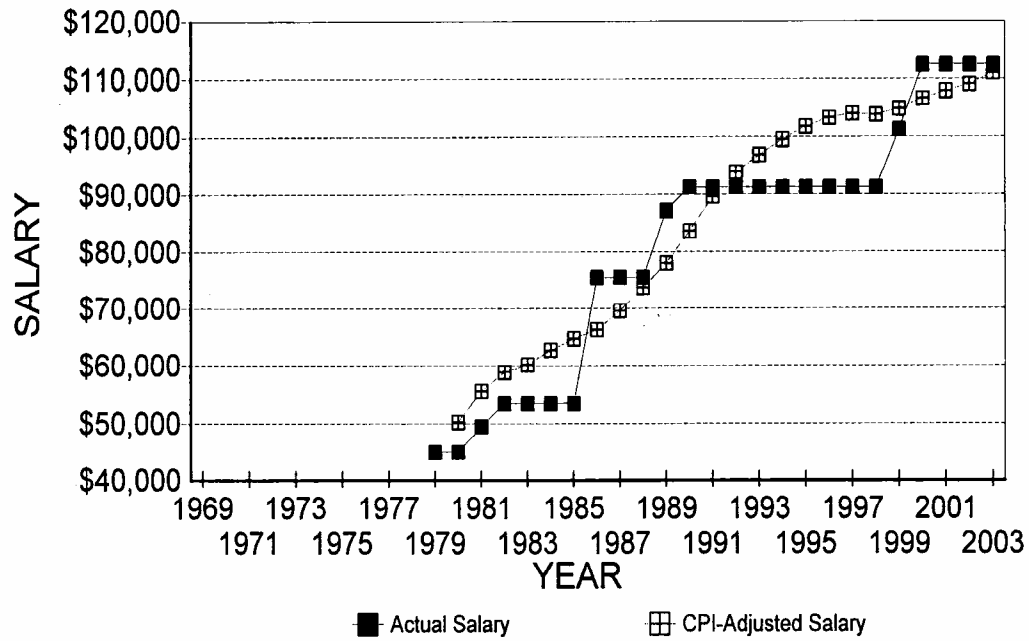
CHANGES IN HONOLULU CONSUMER PRICE INDEX (URBAN) AS COMPARED TO  
CHANGES IN SUPREME COURT ASSOCIATE JUSTICES' SALARIES, 1969-2003  
[1982-1984 (CPI AVERAGE = 100)]

<u>YEAR</u>	<u>CPI-U</u>	<u>% CHANGE</u>	<u>ACTUAL SALARY</u>	<u>SALARY BASED ON CPI CHANGES</u>
1969	39.4		29,700	
1970	41.5	5.3	32,670	31,274
1971	43.2	4.1	32,670	32,556
1972	44.6	3.2	32,670	33,598
1973	46.6	4.5	32,670	35,110
1974	51.5	10.5	32,670	38,797
1975	56.3	9.3	41,400	42,405
1976	59.1	5.0	45,000	44,525
1977	62.1	5.1	45,000	46,796
1978	66.9	7.7	45,000	50,399
1979	74.3	11.1	45,000	55,993
1980	83.0	11.7	45,000	62,544
1981	91.7	10.5	49,500	69,111
1982	97.2	6.0	53,460	73,258
1983	99.3	2.2	53,460	74,870
1984	103.5	4.2	53,460	78,015
1985	106.8	3.2	53,460	80,511
1986	109.4	2.4	78,500	82,443
1987	114.9	5.0	78,500	86,565
1988	121.7	5.9	78,500	91,672
1989	128.7	5.8	89,699	96,989
1990	138.1	7.3	93,780	104,069
1991	148.0	7.2	93,780	111,562
1992	155.1	4.8	93,780	116,917
1993	160.1	3.2	93,780	120,658
1994	164.5	2.7	93,780	123,916
1995	168.1	2.2	93,780	126,642
1996	170.7	1.5	93,780	128,542
1997	171.9	0.7	93,780	129,442
1998	171.5	-0.2	93,780	129,183
1999	173.3	1.0	104,096	130,475
2000	176.3	1.7	115,547	132,693
2001	178.4	1.2	115,547	134,285
2002	180.3	1.1	115,547	135,762
2003	183.5	1.8	115,547	138,206

# COMPARISON OF ACTUAL AND CPI-ADJUSTED SALARY

## OF HAWAII ICA CHIEF JUDGE

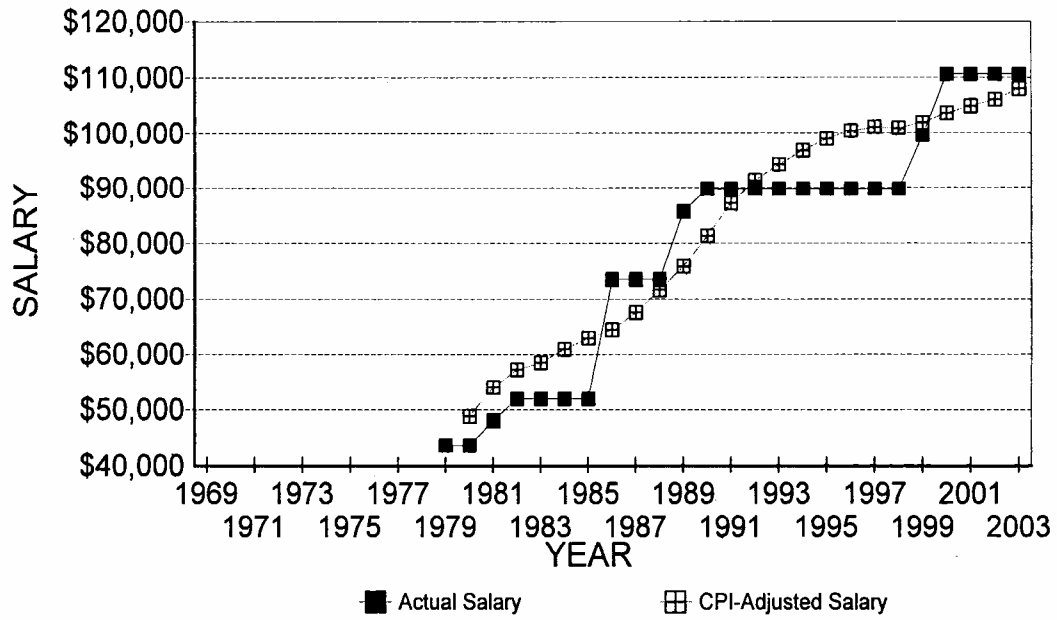
1979 - 2003



CHANGES IN HONOLULU CONSUMER PRICE INDEX (URBAN) AS COMPARED TO  
CHANGES IN ICA CHIEF JUDGE'S SALARIES, 1979-2003  
[1982-1984 (CPI AVERAGE = 100)]

<u>YEAR</u>	<u>CPI-U</u>	<u>% CHANGE</u>	<u>ACTUAL SALARY</u>	<u>SALARY BASED ON CPI CHANGES</u>
1969	39.4			
1970	41.5	5.3		
1971	43.2	4.1		
1972	44.6	3.2		
1973	46.6	4.5		
1974	51.5	10.5		
1975	56.3	9.3		
1976	59.1	5.0		
1977	62.1	5.1		
1978	66.9	7.7		
1979	74.3	11.1	45,000	
1980	83.0	11.7	45,000	50,265
1981	91.7	10.5	49,500	55,543
1982	97.2	6.0	53,460	58,876
1983	99.3	2.2	53,460	60,171
1984	103.5	4.2	53,460	62,698
1985	106.8	3.2	53,460	64,704
1986	109.4	2.4	75,500	66,257
1987	114.9	5.0	75,500	69,570
1988	121.7	5.9	75,500	73,675
1989	128.7	5.8	87,199	77,948
1990	138.1	7.3	91,280	83,638
1991	148.0	7.2	91,280	89,660
1992	155.1	4.8	91,280	93,964
1993	160.1	3.2	91,280	96,971
1994	164.5	2.7	91,280	99,589
1995	168.1	2.2	91,280	101,780
1996	170.7	1.5	91,280	103,307
1997	171.9	0.7	91,280	104,030
1998	171.5	-0.2	91,280	103,822
1999	173.3	1.0	101,321	104,860
2000	176.3	1.7	112,466	106,643
2001	178.4	1.2	112,466	107,923
2002	180.3	1.1	112,466	109,110
2003	183.5	1.8	112,466	111,074

COMPARISON OF ACTUAL AND CPI-ADJUSTED SALARY  
OF HAWAII ICA ASSOCIATE JUDGES  
1979 - 2003

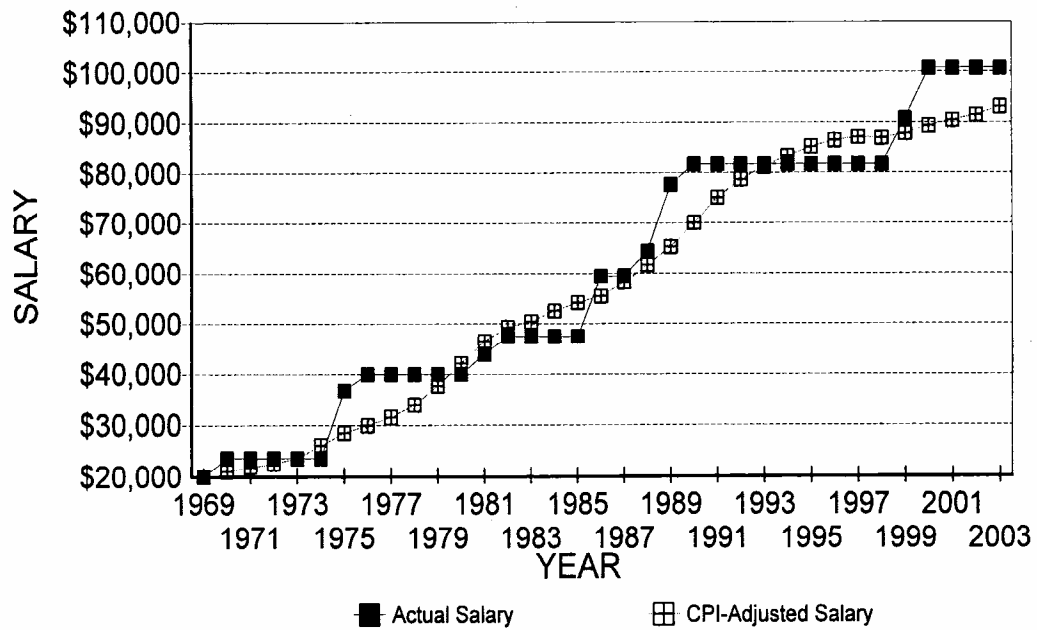




CHANGES IN HONOLULU CONSUMER PRICE INDEX (URBAN) AS COMPARED TO  
CHANGES IN ICA ASSOCIATE JUDGES' SALARIES, 1979-2003  
[1982-1984 (CPI AVERAGE = 100)]

<u>YEAR</u>	<u>CPI-U</u>	<u>% CHANGE</u>	<u>ACTUAL SALARY</u>	<u>SALARY BASED ON CPI CHANGES</u>
1969	39.4			
1970	41.5	5.3		
1971	43.2	4.1		
1972	44.6	3.2		
1973	46.6	4.5		
1974	51.5	10.5		
1975	56.3	9.3		
1976	59.1	5.0		
1977	62.1	5.1		
1978	66.9	7.7		
1979	74.3	11.1	43,750	
1980	83.0	11.7	43,750	48,869
1981	91.7	10.5	48,125	54,000
1982	97.2	6.0	51,975	57,240
1983	99.3	2.2	51,975	58,499
1984	103.5	4.2	51,975	60,956
1985	106.8	3.2	51,975	62,907
1986	109.4	2.4	73,500	64,417
1987	114.9	5.0	73,500	67,638
1988	121.7	5.9	73,500	71,629
1989	128.7	5.8	85,699	75,783
1990	138.1	7.3	89,780	81,315
1991	148.0	7.2	89,780	87,170
1992	155.1	4.8	89,780	91,354
1993	160.1	3.2	89,780	94,277
1994	164.5	2.7	89,780	96,822
1995	168.1	2.2	89,780	98,952
1996	170.7	1.5	89,780	100,436
1997	171.9	0.7	89,780	101,139
1998	171.5	-0.2	89,780	100,937
1999	173.3	1.0	99,656	101,946
2000	176.3	1.7	110,618	103,679
2001	178.4	1.2	110,618	104,923
2002	180.3	1.1	110,618	106,077
2003	183.5	1.8	110,618	107,986

COMPARISON OF ACTUAL AND CPI-ADJUSTED SALARY  
OF HAWAII DISTRICT/DISTRICT FAMILY/PER DIEM JUDGES  
1969 - 2003



CHANGES IN HONOLULU CONSUMER PRICE INDEX (URBAN) AS COMPARED TO  
CHANGES IN DISTRICT/DISTRICT FAMILY/PER DIEM JUDGES' SALARIES, 1969-2003  
[1982-1984 (CPI AVERAGE = 100)]

<u>YEAR</u>	<u>CPI-U</u>	<u>% CHANGE</u>	<u>ACTUAL SALARY</u>	<u>SALARY BASED ON CPI CHANGES</u>
1969	39.4		20,000	
1970	41.5	5.3	23,670	21,060
1971	43.2	4.1	23,670	21,923
1972	44.6	3.2	23,670	22,625
1973	46.6	4.5	23,670	23,643
1974	51.5	10.5	23,670	26,126
1975	56.3	9.3	36,800	28,556
1976	59.1	5.0	40,000	29,984
1977	62.1	5.1	40,000	31,513
1978	66.9	7.7	40,000	33,940
1979	74.3	11.1	40,000	37,707
1980	83.0	11.7	40,000	42,119
1981	91.7	10.5	44,000	46,541
1982	97.2	6.0	47,520	49,333
1983	99.3	2.2	47,520	50,418
1984	103.5	4.2	47,520	52,536
1985	106.8	3.2	47,520	54,217
1986	109.4	2.4	59,500	55,518
1987	114.9	5.0	59,500	58,294
1988	121.7	5.9	64,500	61,733
1989	128.7	5.8	77,699	65,314
1990	138.1	7.3	81,780	70,082
1991	148.0	7.2	81,780	75,128
1992	155.1	4.8	81,780	78,734
1993	160.1	3.2	81,780	81,253
1994	164.5	2.7	81,780	83,447
1995	168.1	2.2	81,780	85,283
1996	170.7	1.5	81,780	86,562
1997	171.9	0.7	81,780	87,168
1998	171.5	-0.2	81,780	86,994
1999	173.3	1.0	90,776	87,864
2000	176.3	1.7	100,761	89,358
2001	178.4	1.2	100,761	90,430
2002	180.3	1.1	100,761	91,425
2003	183.5	1.8	100,761	93,071

## **Appendix F. Judges' Retirement Package**

### **A. Judges Covered by the Hawaii Employees' Retirement System**

- i. Supreme Court Justices
- ii. Intermediate Court of Appeals Judges
- iii. Circuit Court Judges
- iv. Family Court Judges
- v. District Court Judges

### **B. Basic Eligibility Requirements for Judges Appointed prior to Act 65, SLH 1999**

- i. Judges must be at least 55 years old with at least 5 years of service; or
- ii. Judges must have at least 10 years of service (regardless of age).

### **B. (1) Basic Eligibility Requirements for Judges Appointed after June 30, 1999 (Act 65, SLH 1999)**

- i. Judges must be at least 55 years of age with 5 years minimum service; or
- ii. Judges must have at least 25 years of service.

For Judges retiring under the age of 55, penalties apply.

*Mandatory retirement is compulsory at age 70.*

### **C. Judges' Contributions**

- i. Judges contribute 7.8% of their salaries to the Employees' Retirement System (as do state employees in the contributory plan); and
- ii. Judges (as do all other state employees) also contribute to the federal Social Security System.

### **D. Benefits**

- i. Retirement benefits for a judge are 3.5% of average final salary (the average of a judge's three highest annual salaries without vacation payment) multiplied by the number of years of service;
- ii. Judges also receive an annuity equal to the actuarial equivalent of a judge's accumulated contributions to the retirement system; according to statute, the retirement benefit for any judge is not to exceed 75% of the judge's average final compensation;
- iii. Judges also receive federal Social Security benefits;
- iv. Provisions also exist for judges to elect early retirement at reduced benefit levels;
- v. Judges are not required to pay state income taxes on their retirement benefits at the time they are received;
- vi. Life insurance benefits at no premium cost; and
- vii. Medical, drug, dental, and vision coverage provided for life (all state employees are eligible for this benefit). Reduced benefits for judges and employees hired after June 30, 1996.

#### **Prior to Act 65, SLH 1999**

Prior to Act 65, SLH 1999, judges, (as well as legislators and certain legislative officers) could retire after 10 years of service below the age of 55. They also receive 3.5% of the average of the three highest salary years for each year of service, like elected officers, house and senate clerks, assistant clerks, sergeants-at-arms, and assistant sergeants-at-arms.

### **Since Act 65, SLH 1999**

Act 65, SLH 1999, changed the eligibility age and years of service required to accrue retirement benefits for judges appointed after June 30, 1999. Judges appointed after July 30, 1999, can retire after 25 years of service or with five or more years of service after reaching age 55. For judges retiring under age 55, penalties apply.

### **Allowance on Service Retirement (See § 88-74, HRS)**

Judges and other qualified individuals (i.e., elected officers, house and senate clerks, assistant clerks, sergeants-at-arms, and assistant sergeants-at-arms) receive a retirement allowance pursuant to Hawaii Revised Statutes Section 88-74. Specifically, §88-74(3)(A) (B) (C) and (D), HRS, defines the service allowance for judges.

- “(3) If the member has credited service as a judge, the member’s retirement allowance shall be computed on the following basis:
  - a) For a member who has credited service as a judge before July 1, 1999, irrespective of age, for each year of credited service as a judge, three and one-half per cent of the member’s average final compensation in addition to an annuity that is the actuarial equivalent of the member’s accumulated contributions allocable to the period of such service; and
  - b) For a member who first earned credited service as a judge after June 30, 1999, for each year of credited service as a judge, three and one-half per cent of the member’s average final compensation in addition to an annuity that is the actuarial equivalent of the member’s accumulated contributions allocable to the period of such service. If the member has not attained age fifty-five, the member’s retirement allowance shall be computed as though the member has attained age fifty-five, reduced in accordance with factors of actuarial equivalence adopted by the board upon the advice of the actuary; or
  - c) For a judge with other credited service, as provided in paragraphs (1) and (2). If the member has not attained age fifty-five, the member’s retirement allowance shall be computed as though the member had attained fifty-five, reduced in accordance with factors of actuarial equivalence adopted by the board upon the advice of the actuary; or
  - d) For a judge with credited service as an elective officer or as a legislative officer, as provided in paragraph (4).

No allowance shall exceed seventy-five per cent of the member's average final compensation. If the allowance exceeds this limit, it shall be adjusted by reducing the annuity included in subparagraphs (A) and (B) and the portion of the accumulated contributions specified in the subparagraphs in excess of the requirements of the reduced annuity shall be returned to the member. The allowance for judges under this paragraph, together with the retirement allowance provided by the federal government for similar services, shall in no case exceed seventy-five per cent of the member's average final compensation;"

See also § 88-73, HRS (under SERVICE RETIREMENT)



## **Appendix G. Act 123, SLH 2003**

## A BILL FOR AN ACT

RELATING TO THE COMPENSATION OF OFFICIALS IN THE JUDICIAL BRANCH  
OF STATE GOVERNMENT.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1       SECTION 1. Section 601-3, Hawaii Revised Statutes, is  
2 amended as follows:  
3       1. By amending subsection (a) to read:  
4       "(a) The chief justice, with the approval of the supreme  
5 court, shall appoint an administrative director of the courts to  
6 assist the chief justice in directing the administration of the  
7 judiciary. The administrative director shall be a resident of  
8 the State for a continuous period of three years prior to the  
9 administrative director's appointment, and shall be appointed  
10 without regard to chapter 76 and shall serve at the pleasure of  
11 the chief justice. The administrative director shall hold no  
12 other office or employment. Effective July 1, 2000, the salary  
13 of the administrative director shall be no greater than provided  
14 in section 26-54 and shall be determined by the chief justice  
15 based upon merit and other relevant factors. Effective July 1,  
16 2004, and every eight years thereafter, the salary of the  
17 administrative director shall be as last determined by the

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19           "§602-2   Salary, supreme court justices.   Effective July 1,  
20   1999, the salary of the chief justice of the supreme court shall  
21   be \$105,206 a year and the salary of each associate justice of  
22   the supreme court shall be \$104,096 a year.   Effective July 1,

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1 2000, the salary of the chief justice of the supreme court shall  
2 be \$116,779 a year and the salary of each associate justice of  
3 the supreme court shall be \$115,547 a year. Effective July 1,  
4 2004, and every eight years thereafter, the salary of the chief  
5 justice of the supreme court and the salary of each associate  
6 justice of the supreme court shall be as last determined by the  
7 judicial salary commission pursuant to section 608-1.5, unless  
8 disapproved by the legislature."

9 SECTION 3. Section 602-52, Hawaii Revised Statutes, is  
10 amended to read as follows:

11 "§602-52 Salary. Effective July 1, 1999, the salary of  
12 the chief judge of the intermediate appellate court shall be  
13 \$101,321 a year and the salary of each associate judge shall be  
14 \$99,656 a year. Effective July 1, 2000, the salary of the chief  
15 judge of the intermediate appellate court shall be \$112,466 a  
16 year and the salary of each associate judge shall be \$110,618 a  
17 year. Effective July 1, 2004, and every eight years thereafter,  
18 the salary of the chief judge of the intermediate appellate  
19 court and the salary of each associate judge shall be as last  
20 determined by the judicial salary commission pursuant to section  
21 608-1.5, unless disapproved by the legislature."

12 SECTION 5. Section 604-2.5, Hawaii Revised Statutes, is  
13 amended to read as follows:

14 "§604-2.5 Salary of district judges. Effective July 1,  
15 1999, the salary of each district court judge of the various  
16 district courts of the State shall be \$90,776 a year. Effective  
17 July 1, 2000, the salary of each district court judge of the  
18 various district courts of the State shall be \$100,761 a year.  
19 Effective on July 1, 2004, and every eight years thereafter, the  
20 salary of a district court judge shall be as last determined by  
21 the judicial salary commission pursuant to section 608-1.5,  
22 unless disapproved by the legislature.

60

1 Whenever the chief justice appoints a district court judge  
2 of any of the various district courts of the State to serve  
3 temporarily as a circuit court judge of any of the various  
4 circuit courts of the State, the judge shall receive per diem  
5 compensation for the days on which actual service is rendered  
6 based on the monthly rate of compensation paid to a circuit  
7 court judge. For the purpose of determining per diem  
8 compensation in this section, a month shall be deemed to consist  
9 of twenty-one days."

10 SECTION 6. Section 608-1.5, Hawaii Revised Statutes, is  
11 amended to read as follows:

12 "\$608-1.5 Judicial salary commission. (a) There shall be  
13 a judicial salary commission to review and ~~[recommend]~~ determine  
14 the salaries of justices and judges of all state courts and  
15 appointed judiciary administrative officers. The judicial  
16 salary commission shall be attached to the judicial council for  
17 administrative purposes. The commission shall be composed of  
18 five members ~~[, two to be]~~. One member shall be appointed by the  
19 governor, [one by the president of the senate, one by the  
20 speaker of the house, and one by the chief justice. Members  
21 shall be appointed for terms of four years each.] two members  
2 shall be appointed by the president of the senate, and two

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1 the legislature, shall be submitted by the chief justice as part  
2 of the judiciary's proposed budget pursuant to the budgetary  
3 procedures specified in chapter 37 and section 601-2(c).  
4 ~~[Salary amounts in the budget as enacted shall take precedence~~  
5 ~~over any inconsistent statutes.]~~ If the salary amounts  
6 recommended by the commission are disapproved by the  
7 legislature, the commission shall reconvene in the month of  
8 November following the legislative disapproval to review the  
9 legislature's reasons for disapproving its salary  
10 recommendation. The commission may submit a report of its  
11 findings and submit a new salary recommendation to the  
12 legislature of the next regular session. The commission's  
13 reconvening following a legislative disapproval shall not toll  
14 the eight year cycle."

15 SECTION 7. Statutory material to be repealed is bracketed  
16 and stricken. New statutory material is underscored.

17 SECTION 8. This Act shall take effect upon its approval.

APPROVED BY THE  
JUN 02 2003

## **Appendix H. Estimates of General Fund Tax Revenue**

# ESTIMATES OF GENERAL FUND TAX REVENUE: FY 2004 to FY 2010

## Council MEAN Forecasts

(in thousands of dollars)

TYPE OF TAX	ACTUAL		ESTIMATED						
	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
General Excise & Use 4/	\$1,612,333	\$1,792,699	\$1,854,175	\$1,949,538	\$2,047,110	\$2,148,665	\$2,251,990	\$2,364,068	\$2,481,682
Income - Individual	1,071,239	1,037,706	1,119,425	1,233,142	1,312,050	1,403,795	1,492,021	1,587,282	1,684,810
Income - Corporation	45,477	8,262	21,390	34,960	34,746	72,139	78,219	85,162	91,029
Public Service Company	93,406	114,115	126,884	138,713	149,907	160,744	171,410	182,069	192,851
Insurance Premiums	67,941	73,240	78,509	83,089	86,523	97,025	107,505	116,081	122,244
Tobacco & Licenses 1/	64,469	71,273	88,320	94,469	96,335	98,388	100,602	102,742	104,959
Liquor & Permits	39,091	41,186	42,477	43,822	45,032	46,264	47,506	48,746	50,001
Banks & Other Fin Corps 5/	5,164	20,341	(9,336)	9,784	11,688	13,182	14,292	15,496	16,598
Inheritance & Estate 2/	16,624	15,524	10,490	5,468	-	-	-	-	-
Miscellaneous	5,515	6,231	6,791	7,230	7,520	7,793	8,058	8,317	8,579
Transient Accommodation Tax 3/	27,271	1,466	8,400	10,374	10,942	11,545	12,175	12,826	13,509
NET TOTAL	\$3,048,530	\$3,182,043	\$3,347,525	\$3,610,589	\$3,801,853	\$4,059,540	\$4,283,778	\$4,522,789	\$4,766,262
GROWTH RATE	-3.5%	4.4%	5.2%	7.9%	5.3%	6.8%	5.5%	5.6%	5.4%

## Notes:

1/ Act 246, SLH 2002, raises the cigarette tax to 6 cents each on October 1, 2002; to 6.5 cents on July 1, 2003; and to 7 cents on July 1, 2004.

2/ Federal Economic Growth and Tax Relief Act of 2001 phases out the federal estate tax and the state credit.

3/ Deposits of 44.8% of TAT revenues to counties (Act 156, SLH 1998); 32.6% to tourism special fund and 5.3% to TAT trust fund (Act 250, SLH 2002); 17.3% to convention center enterprise fund (Act 253, SLH 2002); all net of general fund deposits of excess

4/ Act 100, SLH 2003, provides a nonrefundable attractions & educational facilities tax credit equal to 100% of certain costs incurred after May 31, 2003, & before June 1, 2009, for the development of such facilities at Ko Olina Resort & Marina & the Makaha Resort. Of the maximum \$7.5 million credit per year, the General Fund loss is estimated at \$4 million.

5/ Transfers \$16.5 million of the franchise tax to the Litigated Claims Fund in FY2004.

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## **Appendix I. UCLA Anderson Forecast for the Nation and California**

# Forecast Tables - Detailed

Table 14. Implicit Price Deflators and Other Inflation Indicators (Percent Change)

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
Implicit Price Deflators										
GDP	3.6	2.4	2.4	2.1	2.2	1.9	1.9	1.2	1.4	2.1
Consumption	3.8	3.1	2.4	2.0	2.3	2.1	1.9	1.1	1.6	2.5
Durables	1.4	0.9	0.8	1.5	0.5	-1.0	-2.3	-2.4	-2.5	-1.7
Motor Vehicles	3.0	2.7	3.4	3.6	3.5	1.7	-0.2	-0.8	0.2	0.4
Furniture	-1.2	-1.5	-2.0	-0.8	-2.9	-4.3	-5.0	-4.9	-5.7	-4.3
Other Durables	3.2	1.9	0.6	1.4	0.6	-0.3	-1.0	-0.7	-1.7	-0.9
Nondurables	3.1	1.5	1.0	0.7	1.1	2.1	1.3	-0.0	2.3	3.8
Food	3.4	1.2	1.5	1.6	2.2	2.8	2.2	1.8	2.0	2.4
Clothing & Shoes	1.9	0.7	-0.5	-1.7	-2.4	-1.4	0.0	-2.0	-1.6	-1.3
Gasoline & Oil	-1.3	-0.4	-1.0	0.5	1.6	6.1	0.0	-12.9	8.8	27.8
Fuel	-3.2	-3.6	-0.3	-1.6	-0.8	11.6	0.8	-9.2	1.2	39.3
Services	4.8	4.3	3.5	2.8	3.3	2.8	3.1	2.3	2.2	2.8
Housing	3.2	2.7	2.7	2.8	3.1	3.1	3.0	3.3	2.8	3.2
Household Operat.	3.6	2.3	2.6	1.8	1.2	2.0	1.7	-1.1	-0.2	1.8
Electricity	3.7	1.9	2.0	0.1	2.2	1.7	0.4	-3.9	-0.8	1.6
Natural Gas	1.3	1.8	6.1	1.9	-5.1	4.2	7.1	-3.3	1.5	16.9
Water and Sewer	7.7	7.1	5.5	4.9	3.2	3.6	2.5	3.3	2.3	2.5
Telephone	0.8	0.1	0.5	2.2	-0.4	0.3	0.2	-1.4	-2.6	-3.8
Domestic Service	5.6	3.2	2.6	1.9	3.6	2.9	2.6	2.8	2.9	4.3
Other Operations	7.3	3.4	3.2	2.0	5.5	3.0	2.8	2.1	3.3	4.2
Transportation	6.1	4.5	3.9	1.7	2.8	1.7	3.5	1.3	0.4	0.5
Other Services	5.7	5.6	1.9	2.4	4.0	3.9	4.7	2.9	2.8	3.2
Investment Deflators:										
Nonresidential	1.6	-0.5	0.5	0.7	0.4	-0.9	-1.0	-2.1	-1.5	0.1
Structures	1.8	-0.0	3.4	3.6	4.2	2.7	4.2	3.3	1.8	4.0
Prod. Dur. Equip.	1.5	-0.7	-0.5	-0.3	-0.8	-2.1	-2.7	-3.9	-2.5	-1.2
Residential	1.3	1.2	4.0	3.6	3.6	2.1	2.7	2.8	3.8	4.4
Government Purchases	3.4	2.3	2.6	2.6	2.9	2.5	2.2	1.5	2.7	3.9
Federal	4.1	3.0	2.6	2.5	2.9	2.9	1.6	1.0	2.4	3.0
State & Local	2.9	1.8	2.6	2.6	2.9	2.3	2.6	1.7	2.9	4.3
Exports	1.4	-0.3	0.0	1.1	2.4	-1.3	-1.5	-2.2	-0.8	1.4
Imports	-0.5	0.2	-0.9	0.9	2.7	-1.8	-3.6	-5.4	0.1	4.5
Other Inflation Related Indicators										
Consumer Price Index										
All Urban	4.2	3.0	3.0	2.6	2.8	2.9	2.3	1.5	2.2	3.4
Producers Price Index	0.2	0.6	1.5	1.3	3.6	2.3	-0.1	-2.5	0.9	5.8
Nonfarm Sector Indicators										
Wage Compensation	4.9	5.3	2.2	2.1	2.1	3.1	3.0	5.4	4.4	6.9
Productivity	1.2	3.7	0.5	1.3	1.0	2.5	2.0	2.6	2.4	2.9
Unit Labor Costs	3.7	1.5	1.7	0.8	1.2	0.5	0.9	2.7	2.0	3.9
Crude Oil Prices (dollars/barrel)										
Refiners' Acq. Cost	19.08	18.39	16.42	15.53	17.23	20.69	19.11	12.58	17.42	28.21

Forecast Tables – Detailed

Table 14. Implicit Price Deflators and Other Inflation Indicators (Percent Change)

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Implicit Price Deflators										
GDP	2.4	1.1	1.5	3.2	3.2	2.7	2.3	2.0	1.9	1.9
Consumption	2.0	1.2	1.5	3.4	3.4	3.0	2.9	2.7	2.5	2.4
Durables	-1.9	-2.8	-1.9	1.7	2.4	2.2	1.4	0.3	-0.1	-0.3
Motor Vehicles	0.4	-1.5	0.7	2.5	3.0	3.0	3.2	3.2	3.1	2.9
Furniture	-5.6	-5.3	-3.4	-1.0	0.1	0.7	-0.2	-1.8	-2.2	-2.4
Other Durables	0.3	-0.7	-0.9	1.1	2.3	2.5	1.7	-0.4	-1.0	-1.5
Nondurables	1.5	0.2	0.6	2.8	3.3	2.9	2.6	2.3	2.2	2.1
Food	3.0	1.9	0.6	3.2	3.6	2.9	2.4	2.4	2.3	2.2
Clothing & Shoes	-2.0	-3.3	-2.5	1.0	2.2	2.4	1.4	-0.4	-0.8	-1.1
Gasoline & Oil	-3.6	-7.7	2.1	-1.4	1.3	1.6	1.9	2.2	2.5	2.7
Fuel	1.3	-12.2	-0.1	1.5	2.6	3.0	3.0	2.2	2.2	2.1
Services	3.1	2.5	2.2	4.2	4.0	3.5	3.4	3.4	3.3	3.2
Housing	3.9	3.8	2.3	4.0	4.1	3.5	3.0	3.1	3.0	2.9
Household Operat.	3.9	-1.4	0.7	2.2	1.8	1.2	1.4	1.7	1.7	1.7
Electricity	7.2	-1.7	0.9	2.5	1.0	0.2	0.7	1.6	1.8	2.1
Natural Gas	19.9	-16.7	1.5	2.2	3.8	2.0	1.8	2.2	2.5	2.8
Water and Sewer	2.9	3.1	2.4	5.6	5.0	4.0	4.0	3.9	3.6	3.4
Telephone	-2.5	-0.7	-1.2	0.2	-0.2	-0.2	0.2	0.4	0.5	0.5
Domestic Service	3.8	3.5	1.7	2.7	0.6	-1.1	-0.5	-0.2	-0.0	0.1
Other Operations	3.2	6.3	2.7	3.6	3.8	3.3	3.2	3.2	3.1	2.9
Transportation	2.1	1.8	2.5	4.6	3.8	2.8	3.1	3.1	3.0	2.9
Other Services	1.8	2.5	1.6	4.0	4.1	3.5	3.6	3.5	3.4	3.2
Investment Deflators:										
Nonresidential	0.2	-1.0	0.3	1.6	1.6	1.2	0.5	0.6	0.7	0.8
Structures	5.0	-0.3	3.9	5.3	3.9	2.8	2.6	2.3	2.2	2.1
Prod. Dur. Equip.	-1.5	-1.3	-0.9	0.5	1.4	1.2	0.4	0.6	0.7	0.8
Residential	4.1	2.3	2.5	2.9	3.2	2.5	1.9	2.1	2.1	2.1
Government Purchases	2.4	1.9	2.7	2.7	2.8	2.1	1.7	1.3	1.2	1.7
Federal	1.7	2.9	2.8	2.6	2.8	2.7	2.4	2.4	2.3	2.2
State & Local	2.7	1.3	2.6	2.7	2.9	1.8	1.3	0.8	0.7	1.5
Exports	-0.8	-0.4	0.9	1.7	1.7	1.2	0.9	0.6	1.0	1.4
Imports	-2.9	0.1	1.3	0.3	0.1	0.6	0.7	0.9	1.1	1.4
Other Inflation Related Indicators										
Consumer Price Index										
All Urban	2.8	1.5	1.9	3.6	3.9	3.3	3.3	3.3	3.2	3.0
Producers Price Index	1.1	-1.8	2.5	1.3	2.5	2.4	1.6	1.4	1.4	1.7
Nonfarm Sector Indicators										
Wage Compensation	2.7	2.7	3.5	2.9	4.5	4.5	3.5	3.5	3.5	4.0
Productivity	1.1	4.3	2.8	2.2	2.2	2.3	1.9	1.4	2.4	2.0
Unit Labor Costs	1.6	-1.6	0.6	0.7	2.3	2.1	1.5	2.0	1.0	1.9
Crude Oil Prices (dollars/barrel)										
Refiners' Acq. Cost	22.96	23.35	24.27	23.17	23.99	24.42	24.91	25.47	26.09	26.77



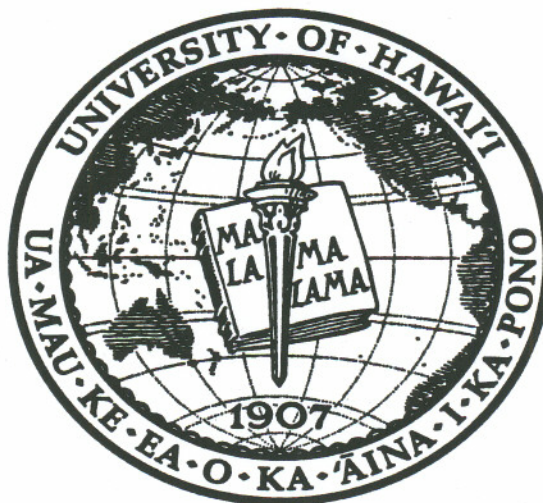
## Erratum

On pages V and 11, there are references to cost-of-living increases for federal judges of 25%. While this may be true for other federal employees in this region, it is incorrect to apply it to federal judges. Instead, federal judges may receive adjustments based on the U.S. Bureau of Labor Statistics Employment Cost Index.<sup>19</sup> However, these increases have not been automatic as Congress and the President have not implemented the increases for fiscal years 1995-1997 and 1999.<sup>20</sup>

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<sup>19</sup> See <http://www.bls.gov/news.release/eci.tn.htm> for an explanation of the ECI. The eligible percentage for judges is the ECI minus 0.5%, but no greater than the basic pay rate adjustments for the General Schedule.

<sup>20</sup> Dennis A. Cardman, "Federal Judicial Pay: An Update on the Urgent Need for Action" The Judges Journal, Summer 2003, at 28.



# UNIVERSITY OF HAWAI'I SYSTEM

## ANNUAL REPORT

REPORT TO THE 2007 LEGISLATURE

Annual Report on  
Salaries Paid to Executive and Faculty Employees

HRS 304-13.5 (2005)  
HRS 304A-1004 (2006)

November 2006

UNIVERSITY OF HAWAII  
ANNUAL REPORT OF SALARIES PAID TO EXECUTIVE AND FACULTY EMPLOYEES  
DATA AS OF NOVEMBER 27, 2006

CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
EXECUTIVE	SYSTEMWIDE OFFICES	13	UNIV ASSOC GENERAL COUNSEL	OF VP LG AF-U GN CL	1.00	105,840.00
EXECUTIVE	SYSTEMWIDE OFFICES	15	VP FOR ADMINISTRATION	VP ADMINISTRATION	1.00	231,360.00
EXECUTIVE	SYSTEMWIDE OFFICES	13	UNIV ASSOC GENERAL COUNSEL	OF VP LG AF-U GN CL	1.00	97,752.00
EXECUTIVE	SYSTEMWIDE OFFICES	12	UNIV & COMM RELATIONS PROG OFF	EXTERNAL AFF & UNIV REL	1.00	75,960.00
EXECUTIVE	SYSTEMWIDE OFFICES	13	DIR OF RESEARCH SERVICES	OFF RES SER	1.00	130,968.00
EXECUTIVE	SYSTEMWIDE OFFICES	16	INTERIM VP FOR RES & PROF	EXEC OFF OF THE PRES	1.00	211,752.00
EXECUTIVE	SYSTEMWIDE OFFICES	13	ASSOC DIR OF HUMAN RESOURCES	VP ADMINISTRATION	1.00	123,264.00
EXECUTIVE	SYSTEMWIDE OFFICES	12	ASST TO SENIOR EXECUTIVE	EXEC OFF OF THE PRES	1.00	65,040.00
EXECUTIVE	SYSTEMWIDE OFFICES	15	IER EXEC ADMIN & SEC BOR	BOARD OF REGENTS	0.40	77,001.60
EXECUTIVE	SYSTEMWIDE OFFICES	14	ASSOC VP RES	VP RESEARCH	1.00	140,760.00
EXECUTIVE	SYSTEMWIDE OFFICES	12	ACADEMIC PROGRAM OFFICER	VP ACAD PLAN & POLICY	1.00	120,336.00
EXECUTIVE	SYSTEMWIDE OFFICES	12	ACADEMIC PROGRAM OFFICER	VP ACAD PLAN & POLICY	1.00	112,200.00
EXECUTIVE	SYSTEMWIDE OFFICES	16	VP ACAD PLNG & POL & PROF	VP ACAD PLAN & POLICY	1.00	264,840.00
EXECUTIVE	SYSTEMWIDE OFFICES	14	ST DIR FOR CAREER AND TECH ED	ST OFF CAREER & TECH ED	1.00	97,608.00
EXECUTIVE	SYSTEMWIDE OFFICES	14	CHIEF INFORMATION OFFICER	VP ADMINISTRATION	1.00	179,712.00
EXECUTIVE	SYSTEMWIDE OFFICES	14	INTERIM ASSOC VICE PRESIDENT	VP STUDENT AFFAIRS	1.00	117,480.00
EXECUTIVE	SYSTEMWIDE OFFICES	15	VP LGL AFF & UNIV GEN COUNSEL	OF VP LG AF-U GN CL	1.00	202,200.00
EXECUTIVE	SYSTEMWIDE OFFICES	13	EXEC ASSISTANT TO THE BOR	BOARD OF REGENTS	1.00	134,736.00
EXECUTIVE	SYSTEMWIDE OFFICES	13	UNIV ASSOCIATE GEN COUNSEL	OF VP LG AF-U GN CL	1.00	102,000.00
EXECUTIVE	SYSTEMWIDE OFFICES	U	PRESIDENT & PROFESSOR	EXEC OFF OF THE PRES	1.00	360,000.00
EXECUTIVE	SYSTEMWIDE OFFICES	14	DIR OF FIN MGT & CONTROLLER	VP BUD & FIN/CFO	1.00	152,712.00
EXECUTIVE	SYSTEMWIDE OFFICES	13	DIR OF SYSTEM ADMIN AFFAIRS (ON LV)	VP BUD & FIN/CFO	1.00	80,256.00
EXECUTIVE	SYSTEMWIDE OFFICES	14	INT DIR OF UNIV BUDGET	VP BUD & FIN/CFO	1.00	116,064.00
EXECUTIVE	SYSTEMWIDE OFFICES	12	ASST TO SENIOR EXECUTIVE	EXEC OFF OF THE PRES	1.00	133,224.00
EXECUTIVE	SYSTEMWIDE OFFICES	12	UNIV & COMM RELATIONS PROG OFF	EXTERNAL AFF & UNIV REL	1.00	79,704.00
EXECUTIVE	SYSTEMWIDE OFFICES	15	INTERIM EXEC ADMIN & SEC OF BOR	BOARD OF REGENTS	1.00	161,832.00
EXECUTIVE	SYSTEMWIDE OFFICES	12	DIR OF INTERNATIONAL AFFRS	INTERNATIONAL AFFAIRS	1.00	103,056.00
EXECUTIVE	SYSTEMWIDE OFFICES	12	UNIV ASST GENERAL COUNSEL (ON LV)	OF VP LG AF-U GN CL	1.00	75,168.00
EXECUTIVE	SYSTEMWIDE OFFICES	15	VP FOR BUDGET & FINANCE/CFO	VP BUD & FIN/CFO	1.00	241,512.00
EXECUTIVE	SYSTEMWIDE OFFICES	14	ASSOCIATE VICE PRESIDENT	OF VP LG AF-U GN CL	1.00	131,112.00
EXECUTIVE	SYSTEMWIDE OFFICES	13	DIRECTOR OF INTERNAL AUDIT	BOARD OF REGENTS	1.00	100,392.00
EXECUTIVE	SYSTEMWIDE OFFICES	13	DIRECTOR OF EEO & AA	OFF OF EEO-AA UHM	1.00	102,288.00
EXECUTIVE	SYSTEMWIDE OFFICES	13	DIR OF RISK MANAGEMENT	OF VP LG AF-U GN CL	1.00	106,200.00
EXECUTIVE	SYSTEMWIDE OFFICES	14	ASSOCIATE VICE PRESIDENT	EXTERNAL AFF & UNIV REL	1.00	134,904.00
EXECUTIVE	SYSTEMWIDE OFFICES	14	SYSTEM DIR OF HUMAN RESOURCES	VP ADMINISTRATION	1.00	140,736.00
EXECUTIVE	UH AT MANOA	13	DIR MIN STUDNTS UHM-ASSOC SPEC	STUDENT AFFAIRS	1.00	93,120.00
EXECUTIVE	UH AT MANOA	14	INTERIM ASSOC VC, UHM & PROF	CHANCELLOR UHM	1.00	136,512.00
EXECUTIVE	UH AT MANOA	14	INTERIM ASSOC DEAN&ASSOC PROF	C ARTS & HUM	1.00	114,336.00
EXECUTIVE	UH AT MANOA	15	INTERIM DEAN & PROF	C ARTS & HUM	1.00	154,560.00
EXECUTIVE	UH AT MANOA	U	DEAN (UHM), NURSING	SCH OF NURSG	1.00	224,280.00
EXECUTIVE	UH AT MANOA	13	ASST VICE CHANCELLOR, UHM	CHANCELLOR UHM	1.00	123,000.00
EXECUTIVE	UH AT MANOA	14	ASSOC DEAN ACAD AFFRS & PROF	SHIDLER C OF BUS	1.00	179,304.00

UNIVERSITY OF HAWAII  
ANNUAL REPORT OF SALARIES PAID TO EXECUTIVE AND FACULTY EMPLOYEES  
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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
EXECUTIVE	UH AT MANOA	12	ASST DEAN STDNT, ENG	C OF ENGINRG	1.00	108,240.00
EXECUTIVE	UH AT MANOA	14	ASSOC ATHLETIC DIRECTOR	INT ATHLETICS UHM	1.00	125,016.00
EXECUTIVE	UH AT MANOA	12	ASST TO SENIOR EXECUTIVE	CHANCELLOR UHM	1.00	114,936.00
EXECUTIVE	UH AT MANOA	14	ASSOC DEAN ACAD AFFRS, SOEST	SCH O&ES&T	1.00	132,312.00
EXECUTIVE	UH AT MANOA	12	ASST TO SENIOR EXECUTIVE	CHANCELLOR UHM	1.00	104,976.00
EXECUTIVE	UH AT MANOA	U	DEAN (UHM), ENGINEERING & PROF	C OF ENGINRG	1.00	280,008.00
EXECUTIVE	UH AT MANOA	U	INTERIM VICE CHANCELLOR, UHM	CHANCELLOR UHM	1.00	170,568.00
EXECUTIVE	UH AT MANOA	12	ASSISTANT DEAN & PROFESSOR	C OF EDUC	1.00	103,680.00
EXECUTIVE	UH AT MANOA	15	DEAN (UHM) & PROF	C OF SOC SCI	1.00	170,304.00
EXECUTIVE	UH AT MANOA	U	DIRECTOR OF ATHLETICS	INT ATHLETICS UHM	1.00	250,008.00
EXECUTIVE	UH AT MANOA	13	DIR AUXILIARY & COMMERCIAL ENT	AUXIL ENT	1.00	113,472.00
EXECUTIVE	UH AT MANOA	13	INTERIM DIRECTOR OF STU HSG	STUDENT AFFAIRS	1.00	73,464.00
EXECUTIVE	UH AT MANOA	15	DEAN, UHM & PROF	GRADUATE DIV	1.00	138,792.00
EXECUTIVE	UH AT MANOA	13	DIRECTOR OF ADMIN SVCS, IFA	INST FOR AST	1.00	106,608.00
EXECUTIVE	UH AT MANOA	13	DIR & PUBLSHR U PRESS	UNIV OF HAWAII PRESS	1.00	119,424.00
EXECUTIVE	UH AT MANOA	U	DEAN DIR RES & COOP EX & RES	C OF TA & HR	1.00	221,184.00
EXECUTIVE	UH AT MANOA	15	INTERIM DEAN (UHM) & PROF	C OF NAT SCI	1.00	172,344.00
EXECUTIVE	UH AT MANOA	U	VICE CHANCELLOR, UHM	STUDENT AFFAIRS	1.00	215,016.00
EXECUTIVE	UH AT MANOA	14	ASSC DEAN AC AFF, CTAHR & PROF	C OF TA & HR	1.00	151,224.00
EXECUTIVE	UH AT MANOA	12	ADMIN ASST TO CHANCELLOR, UHM	CHANCELLOR UHM	1.00	86,664.00
EXECUTIVE	UH AT MANOA	15	DEAN (UHM) TIM & PROF	SCH OF TIM	1.00	159,864.00
EXECUTIVE	UH AT MANOA	12	DIR CMPUS CTR & BUR STDNT ACTV	STUDENT AFFAIRS	1.00	86,256.00
EXECUTIVE	UH AT MANOA	13	DIR OF FACILITIES GRNDS & SFTY	FAC & GRNDS	1.00	117,456.00
EXECUTIVE	UH AT MANOA	12	COUNTY ADMR, CTAHR, MAUI	C OF TA & HR	1.00	91,944.00
EXECUTIVE	UH AT MANOA	12	ASST DEAN OF STDNT SVCS, PB HT	SCH OF MED	1.00	83,688.00
EXECUTIVE	UH AT MANOA	12	U ACAD AFFRS PGRM OFFCR	CHANCELLOR UHM	1.00	91,032.00
EXECUTIVE	UH AT MANOA	14	ASSOC DEAN ACAD AF, EDUC & PROF	C OF EDUC	1.00	111,600.00
EXECUTIVE	UH AT MANOA	14	ASSOC DEAN ACAD AFFR & RES	C OF TA & HR	1.00	151,224.00
EXECUTIVE	UH AT MANOA	U	INTERIM CHANCELLOR & PROFESSOR	CHANCELLOR UHM	1.00	259,104.00
EXECUTIVE	UH AT MANOA	13	INTERIM ASST VICE CHANCELLOR	CHANCELLOR UHM	1.00	110,616.00
EXECUTIVE	UH AT MANOA	U	DIR OF RES INST (IFA) & ASTRO	INST FOR AST	1.00	294,864.00
EXECUTIVE	UH AT MANOA	12	INT ASST DEAN OF STDNT SVCS	SCH OF TIM	1.00	72,120.00
EXECUTIVE	UH AT MANOA	14	ASSOC DEAN ACAD AFFRS, LAW	SCH OF LAW	1.00	144,048.00
EXECUTIVE	UH AT MANOA	14	INT ASSOC DEAN ACAD AFF & PROF	C OF SOC SCI	1.00	137,616.00
EXECUTIVE	UH AT MANOA	15	DIR OF RES INST (HIMB) & PROF	SCH O&ES&T	1.00	170,112.00
EXECUTIVE	UH AT MANOA	13	ASSOC DEAN ACAD AFFRS, NURSING	SCH OF NURSG	1.00	145,032.00
EXECUTIVE	UH AT MANOA	12	DIR OF PUBLIC AFFAIRS, UHM	CHANCELLOR UHM	1.00	95,952.00
EXECUTIVE	UH AT MANOA	15	DEAN, SOCIAL WORK & PROF	SCH SOC WORK	1.00	148,104.00
EXECUTIVE	UH AT MANOA	14	DIR OF RES REL (UHM)	CHANCELLOR UHM	1.00	105,072.00
EXECUTIVE	UH AT MANOA	14	ASSOC DIR RESEARCH INSTITUTE	CANCER CT HI	1.00	175,008.00
EXECUTIVE	UH AT MANOA	12	U ACAD AFFRS PGRM OFFCR (UHM)	CHANCELLOR UHM	1.00	91,032.00
EXECUTIVE	UH AT MANOA	14	ASSOC ATHLETIC DIRECTOR	INT ATHLETICS UHM	1.00	127,776.00
EXECUTIVE	UH AT MANOA	12	INTERIM ASSOC UNIV LIB & LIB V	LIBRARY SERV	1.00	115,008.00

UNIVERSITY OF HAWAII  
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EXECUTIVE	UH AT MANOA	12	ASST ATHLETIC DIR-SR WMN ADMR	INT ATHLETICS UHM	1.00	84,048.00
EXECUTIVE	UH AT MANOA	15	INTERIM DIR HIGP & PLNTY SCI	SCH O&ES&T	1.00	159,048.00
EXECUTIVE	UH AT MANOA	14	ASSOC DEAN ACAD AFFRS, CTAHR	C OF TA & HR	1.00	147,024.00
EXECUTIVE	UH AT MANOA	13	ASSOC DEAN & ASSOC PROF	SCH OF ARCH	1.00	110,928.00
EXECUTIVE	UH AT MANOA	13	INT ASSOC DEAN & ASST SPEC	OUTREACH COLLEGE	1.00	90,936.00
EXECUTIVE	UH AT MANOA	15	INTERIM DEAN AND PROF	C OF L L L	1.00	161,688.00
EXECUTIVE	UH AT MANOA	14	ASSOC DEAN ACD AFFRS & PROF	C OF EDUC	1.00	117,192.00
EXECUTIVE	UH AT MANOA	U	VICE CHANCELLOR & INTERIM DEAN	CHANCELLOR UHM	1.00	301,272.00
EXECUTIVE	UH AT MANOA	12	U ACAD AFFRS PGRM OFF(UHM)	CHANCELLOR UHM	1.00	80,568.00
EXECUTIVE	UH AT MANOA	14	ASST VP FOR RES & GRAD ED	CHANCELLOR UHM	1.00	122,568.00
EXECUTIVE	UH AT MANOA	14	UNIVERSITY LIBRARIAN & LIB V	LIBRARY SERV	1.00	142,464.00
EXECUTIVE	UH AT MANOA	15	DIR OF RES INST (HNEI) & RES	SCH O&ES&T	1.00	166,128.00
EXECUTIVE	UH AT MANOA	U	DEAN, CBA & FHB DIST PROFESSOR	SHIDLER C OF BUS	1.00	326,184.00
EXECUTIVE	UH AT MANOA	13	DIRECTOR OF STATE AQUARIUM	WAIKIKI AQU	1.00	110,832.00
EXECUTIVE	UH AT MANOA	13	ACTING DIRECTOR ADMIN SVCS	SCH O&ES&T	0.40	41,040.00
EXECUTIVE	UH AT MANOA	U	VICE CHANCELLOR, UHM	CHANCELLOR UHM	1.00	170,568.00
EXECUTIVE	UH AT MANOA	12	ASST UNIVERSITY LIB & LIB V	LIBRARY SERV	1.00	115,680.00
EXECUTIVE	UH AT MANOA	12	INT COUNTY ADMR & ASSOC RES	C OF TA & HR	1.00	89,160.00
EXECUTIVE	UH AT MANOA	12	INT CNTY ADMR HAWAII & CO AGT	C OF TA & HR	1.00	84,576.00
EXECUTIVE	UH AT MANOA	15	INTERIM DEAN& INT AST VC-INT'L	SCH OF HA&PS	1.00	132,552.00
EXECUTIVE	UH AT MANOA	U	VICE CHANCELLOR, UHM	CHANCELLOR UHM	1.00	229,920.00
EXECUTIVE	UH AT MANOA	U	DEAN (UHM) & PROFESSOR OF LAW	SCH OF LAW	1.00	350,304.00
EXECUTIVE	UH AT MANOA	14	INT ASSOC VICE CHANC,UHM&PROF	CHANCELLOR UHM	1.00	177,552.00
EXECUTIVE	UH AT MANOA	15	INTERIM DEAN (UHM), OUTREACH	OUTREACH COLLEGE	1.00	116,160.00
EXECUTIVE	UH AT MANOA	U	DEAN, SOEST & PROFESSOR	SCH O&ES&T	1.00	216,000.00
EXECUTIVE	UH AT MANOA	12	ASST DEAN OF STDNT SVCS, LAW	SCH OF LAW	1.00	101,568.00
EXECUTIVE	UH AT MANOA	12	ASST DN ST SVCS(UHM),GR DV	GRADUATE DIV	1.00	79,056.00
EXECUTIVE	UH AT MANOA	14	IER INTERIM ASSOC DEAN	C OF L L L	0.40	47,318.40
EXECUTIVE	UH AT MANOA	12	INT COUNTY ADMR, CTAHR, OAHU	C OF TA & HR	1.00	82,920.00
EXECUTIVE	UH AT MANOA	U	DIR CANCER RES CTR & RES	CANCER CT HI	1.00	430,512.00
EXECUTIVE	UH AT MANOA	13	DIRECTOR OF ADMIN SVCS, CTAHR	C OF TA & HR	1.00	107,160.00
EXECUTIVE	UH AT MANOA	12	INTERIM ASST TO SENIOR EXEC	CHANCELLOR UHM	1.00	107,952.00
EXECUTIVE	UH AT MANOA	14	ASSOC VICE CHANCELLOR, UHM	STUDENT AFFAIRS	1.00	108,168.00
EXECUTIVE	UH AT MANOA	15	DEAN (UHM) & PROF	SCH OF ARCH	1.00	157,608.00
EXECUTIVE	UH AT MANOA	15	INTERIM DEAN & PROFESSOR	C OF EDUC	1.00	143,904.00
EXECUTIVE	UH AT HILO	13	DIR OF TECH & DIST LEARN &PROF	UH AT HILO	1.00	118,152.00
EXECUTIVE	UH AT HILO	12	ASST TO SENIOR EXEC & ASC SPEC	UH AT HILO	1.00	90,648.00
EXECUTIVE	UH AT HILO	12	UNIVERSITY LIBRARIAN (UHH)	LIB SERV UHH	1.00	81,432.00
EXECUTIVE	UH AT HILO	14	DEAN, UHH	C OF A&S UHH	1.00	126,000.00
EXECUTIVE	UH AT HILO	14	INT VC ACAD AFF (UHH) & PROF	ACADEMIC AFF UHH	1.00	156,408.00
EXECUTIVE	UH AT HILO	12	DIRECTOR OF ATHLETICS	ATHLETICS UHH	1.00	83,496.00
EXECUTIVE	UH AT HILO	13	VC FOR STUD AFF & SPECIALIST	STUDENT SERV UHH	1.00	117,960.00

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
EXECUTIVE	UH AT HILO	12	DIR HAWAII SMALL BUS DEV CTR	ACADEMIC AFF UHH	1.00	96,336.00
EXECUTIVE	UH AT HILO	12	ASSOC DIR OF MAUNA KEA MGMT	UH AT HILO	1.00	78,432.00
EXECUTIVE	UH AT HILO	13	DEAN, UHH	CE&CS UHH	1.00	84,384.00
EXECUTIVE	UH AT HILO	U	DEAN, UHH	UH AT HILO	1.00	296,016.00
EXECUTIVE	UH AT HILO	12	DIRECTOR OF EEO & AA (UHH)	UH AT HILO	1.00	62,424.00
EXECUTIVE	UH AT HILO	14	DEAN & PROFESSOR	C OF A&S UHH	1.00	120,768.00
EXECUTIVE	UH AT HILO	14	DEAN, UHH	C OF AGR UHH	1.00	123,552.00
EXECUTIVE	UH AT HILO	13	DIR OF MAUNA KEA MANAGEMENT	UH AT HILO	1.00	88,008.00
EXECUTIVE	UH AT HILO	U	CHANCELLOR AND PROFESSOR	UH AT HILO	1.00	251,352.00
EXECUTIVE	UH WEST OAHU	U	CHANCELLOR	UH AT WEST OAHU	1.00	191,016.00
EXECUTIVE	UH WEST OAHU	12	DEAN OF STDNT SVCS (UHWO)	UH AT WEST OAHU	1.00	73,320.00
EXECUTIVE	UH WEST OAHU	13	VICE CHANCELLOR (UHWO)	UH AT WEST OAHU	1.00	120,000.00
EXECUTIVE	UH WEST OAHU	12	DIR OF ADMIN SVCS	UH AT WEST OAHU	1.00	89,520.00
EXECUTIVE	COMM COLL ADMIN	12	ACAD AFFRS PGRM OFFCR (CC)	VP COMM COLL	1.00	92,616.00
EXECUTIVE	COMM COLL ADMIN	12	INST RES&ANL PRG OFF&ASOC PROF	VP COMM COLL	1.00	75,072.00
EXECUTIVE	COMM COLL ADMIN	U	INTERIM VP CC & ASST PROF	VP COMM COLL	1.00	191,664.00
EXECUTIVE	COMM COLL ADMIN	12	ASST TO SENIOR EXECUTIVE	VP COMM COLL	1.00	87,312.00
EXECUTIVE	COMM COLL ADMIN	12	ACAD AFFRS PGRM OFFCR (CC)	VP COMM COLL	1.00	99,216.00
EXECUTIVE	COMM COLL ADMIN	12	DIR OF EEO-AA (CC)	VP COMM COLL	1.00	83,184.00
EXECUTIVE	COMM COLL ADMIN	14	ASSOC VICE PRES & PROF (CC)	VP COMM COLL	1.00	154,320.00
EXECUTIVE	COMM COLL ADMIN	14	IER CHANCELLOR,HAWAII CC (TA TO VPCC)	VP COMM COLL	0.40	44,620.80
EXECUTIVE	COMM COLL ADMIN	14	ASSOCIATE VICE PRESIDENT	VP COMM COLL	1.00	146,688.00
EXECUTIVE	COMM COLL ADMIN	12	ACAD AFFRS PGRM OFFCR (CC)	VP COMM COLL	1.00	96,936.00
EXECUTIVE	HONOLULU COMM COLL	12	ASST TO SENIOR EXECUTIVE	HONOLULU CC	1.00	73,464.00
EXECUTIVE	HONOLULU COMM COLL	12	ASST DEAN (CC)	HONOLULU CC	1.00	74,784.00
EXECUTIVE	HONOLULU COMM COLL	12	ASST DEAN (CC)	HONOLULU CC	1.00	70,800.00
EXECUTIVE	HONOLULU COMM COLL	12	VICE CHANCELLOR (CC)	HONOLULU CC	1.00	90,000.00
EXECUTIVE	HONOLULU COMM COLL	12	DEAN OF STUDNT SVCS (CC)	HONOLULU CC	1.00	88,200.00
EXECUTIVE	HONOLULU COMM COLL	12	DIR PAC CTR FOR ADV TECH TRNG	HONOLULU CC	1.00	85,008.00
EXECUTIVE	HONOLULU COMM COLL	12	VICE CHANCELLOR (CC) & PROF,CC	HONOLULU CC	1.00	102,216.00
EXECUTIVE	HONOLULU COMM COLL	14	CHANCELLOR & ASSOC. PROF., CC	HONOLULU CC	1.00	141,144.00
EXECUTIVE	HONOLULU COMM COLL	12	INTERIM ASST DEAN (TA TO VPCC)	HONOLULU CC	1.00	85,008.00
EXECUTIVE	KAPIOLANI COMM COLL	12	VICE CHANCELLOR (CC)	KAPIOLANI CC	1.00	94,296.00
EXECUTIVE	KAPIOLANI COMM COLL	12	ASST DEAN (CC)	KAPIOLANI CC	1.00	82,632.00
EXECUTIVE	KAPIOLANI COMM COLL	12	INT ASST DEAN (CC) & ASST PROF	KAPIOLANI CC	1.00	82,632.00
EXECUTIVE	KAPIOLANI COMM COLL	12	DEAN OF STD SVCS,CC & ASC PROF	KAPIOLANI CC	1.00	92,640.00
EXECUTIVE	KAPIOLANI COMM COLL	12	PROGRAM DIRECTOR (CC), CIP	KAPIOLANI CC	1.00	102,360.00
EXECUTIVE	KAPIOLANI COMM COLL	12	ACTING VC ACAD AFF & ASC PROF	KAPIOLANI CC	1.00	97,008.00
EXECUTIVE	KAPIOLANI COMM COLL	14	INTERIM CHANCELLOR	KAPIOLANI CC	1.00	134,616.00

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
EXECUTIVE	LEEWARD COMM COLL	12	INT ASST DEAN(CC) & ASSOC PROF	LEEWARD CC	1.00	72,240.00
EXECUTIVE	LEEWARD COMM COLL	12	DEAN OF STDNT SVCS (CC)	LEEWARD CC	1.00	89,112.00
EXECUTIVE	LEEWARD COMM COLL	12	DIR OF ADMIN SVCS (CC)	LEEWARD CC	1.00	86,496.00
EXECUTIVE	LEEWARD COMM COLL	12	INT VICE CHANC (ACAD AFF), CC	LEEWARD CC	1.00	96,504.00
EXECUTIVE	LEEWARD COMM COLL	14	CHANCELLOR	LEEWARD CC	1.00	148,248.00
EXECUTIVE	LEEWARD COMM COLL	12	DEAN OF STDNT SVCS (CC)	LEEWARD CC	1.00	88,008.00
EXECUTIVE	LEEWARD COMM COLL	12	ASST DEAN (CC) & PROF(CC)	LEEWARD CC	1.00	87,672.00
EXECUTIVE	WINDWARD COMM COLL	12	INTERIM ASST DEAN (CC) & PROF	WINDWARD CC	1.00	81,888.00
EXECUTIVE	WINDWARD COMM COLL	12	INT ASST DEAN (CC) & PROF, CC	WINDWARD CC	0.50	38,244.00
EXECUTIVE	WINDWARD COMM COLL	12	DEAN OF STDNT SVCS (CC)	WINDWARD CC	1.00	73,488.00
EXECUTIVE	WINDWARD COMM COLL	12	DIR VOC&COMM ED, ASSOC PROF,CC	WINDWARD CC	1.00	85,680.00
EXECUTIVE	WINDWARD COMM COLL	14	CHANCELLOR	WINDWARD CC	1.00	128,904.00
EXECUTIVE	WINDWARD COMM COLL	12	DEAN OF INSTR (CC) & PROF	WINDWARD CC	1.00	94,272.00
EXECUTIVE	WINDWARD COMM COLL	12	DIR OF ADMIN SVCS (CC)	WINDWARD CC	1.00	85,056.00
EXECUTIVE	KAUAI COMM COLL	14	CHANCELLOR	KAUAI CC	1.00	132,696.00
EXECUTIVE	KAUAI COMM COLL	12	INTERIM DIR OF CONT ED & TRNG	KAUAI CC	1.00	64,752.00
EXECUTIVE	KAUAI COMM COLL	12	ACTG DIR OF UH CTR & ASST PRO	KAUAI CC	1.00	68,472.00
EXECUTIVE	KAUAI COMM COLL	12	DEAN OF STUDNT SVC & PROF (CC)	KAUAI CC	1.00	81,552.00
EXECUTIVE	KAUAI COMM COLL	12	DIR OF ADMIN SVCS (CC)	KAUAI CC	1.00	85,056.00
EXECUTIVE	MAUI COMM COLL	12	DIR OF UNIV OF HI CTR (CC)	MAUI CC	1.00	66,888.00
EXECUTIVE	MAUI COMM COLL	12	INTERIM VICE CHANCELLOR	MAUI CC	1.00	90,096.00
EXECUTIVE	MAUI COMM COLL	14	CHANCELLOR	MAUI CC	1.00	139,344.00
EXECUTIVE	MAUI COMM COLL	12	VC CC (STU AFF) & ASSC PROF	MAUI CC	1.00	78,888.00
EXECUTIVE	MAUI COMM COLL	12	VC CC ADM AFF	MAUI CC	1.00	89,208.00
EXECUTIVE	HAWAII COMM COLL	12	INT DEAN OF STDNT SVCS,CC&PROF	HAWAII CC	1.00	80,016.00
EXECUTIVE	HAWAII COMM COLL	12	DEAN OF STDNT SV (CC) (REASSIGN HON CC)	HAWAII CC	1.00	71,040.00
EXECUTIVE	HAWAII COMM COLL	12	DIR UNIV OF HI CTR & PROF CC	HAWAII CC	1.00	82,872.00
EXECUTIVE	HAWAII COMM COLL	12	VICE CHANC (CC) & ASSC PRF,CC	HAWAII CC	1.00	105,000.00
EXECUTIVE	HAWAII COMM COLL	14	CHANCELLOR	HAWAII CC	1.00	150,696.00
EXECUTIVE	HAWAII COMM COLL	12	DIR OF CONTINUING ED & TRNG	HAWAII CC	1.00	75,096.00
EXECUTIVE	HAWAII COMM COLL	12	VICE CHANCELLOR (CC)	HAWAII CC	1.00	84,120.00
EXECUTIVE	HAWAII COMM COLL	12	INTERIM ASST DEAN, PROFESSOR	HAWAII CC	1.00	80,016.00
EXECUTIVE	HAWAII COMM COLL	12	INT ASST DEAN (CC) & PROF, CC	HAWAII CC	1.00	87,744.00



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FACULTY	SYSTEMWIDE OFFICES	S5M11	SPECIALIST, UHM, 11-MO	VP RESEARCH	1.00	107,860.08
FACULTY	UH AT MANOA	A2M11	JR EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	45,418.08
FACULTY	UH AT MANOA	A2M11	JR EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	58,721.76
FACULTY	UH AT MANOA	A2M11	JR EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	36,363.60
FACULTY	UH AT MANOA	A2M11	JR EXTENSION AGENT, 11-MO	SCH O&ES&T	1.00	40,093.20
FACULTY	UH AT MANOA	A2M11	JR EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	35,280.00
FACULTY	UH AT MANOA	A2M11	JR EXTENSION AGENT, 11-MO	SCH O&ES&T	0.50	22,642.86
FACULTY	UH AT MANOA	A2M11	JR EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	36,363.60
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	65,936.28
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	47,141.16
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	53,148.84
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	SCH O&ES&T	1.00	40,093.20
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	SCH O&ES&T	1.00	42,545.52
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	58,218.84
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	58,721.76
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	SCH O&ES&T	1.00	48,753.96
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	47,867.04
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	47,867.04
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	54,499.08
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	SCH O&ES&T	1.00	49,521.84
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	53,823.96
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	54,499.08
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	58,859.04
FACULTY	UH AT MANOA	A3M11	ASST EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	58,721.76
FACULTY	UH AT MANOA	A4M11	ASSOC EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	56,564.04
FACULTY	UH AT MANOA	A4M11	ASSOC EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	60,972.12
FACULTY	UH AT MANOA	A4M11	ASSOC EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	60,972.12
FACULTY	UH AT MANOA	A4M11	ASSOC EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	68,239.56
FACULTY	UH AT MANOA	A4M11	ASSOC EXTENSION AGENT, 11-MO	SCH O&ES&T	1.00	52,659.00
FACULTY	UH AT MANOA	A4M11	ASSOC EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	60,460.20
FACULTY	UH AT MANOA	A4M11	ASSOC EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	58,721.76
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	65,711.28
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	82,430.28
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	68,451.36
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	68,239.56
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	89,049.12
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	76,513.08
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	70,860.60
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	70,860.60
FACULTY	UH AT MANOA	A5M11	EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	68,351.88
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	70,860.60
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	SCH O&ES&T	1.00	71,112.12

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FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	76,407.12
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	70,860.60
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	68,623.56
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	70,860.60
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	88,929.96
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	70,968.12
FACULTY	UH AT MANOA	A5M11	COUNTY EXTENSION AGENT, 11-MO	C OF TA & HR	1.00	79,359.24
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	SCH OF MED	1.00	46,053.12
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	1.00	38,556.00
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	1.00	46,688.88
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	1.00	44,730.00
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	1.00	40,800.00
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	0.50	19,671.00
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	1.00	47,800.92
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	0.50	27,249.54
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	SCH OF HA&PS	1.00	51,268.80
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	1.00	39,900.00
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	SCH OF MED	1.00	48,002.28
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	1.00	51,408.00
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	1.00	41,643.00
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	SCH OF LAW	1.00	58,218.84
FACULTY	UH AT MANOA	B2M11	LIBRARIAN II, UHM, 11-MO	LIBRARY SERV	1.00	46,200.00
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	51,140.52
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	52,513.44
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	49,623.36
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	63,963.96
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	47,164.32
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	50,752.80
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	55,370.52
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	55,650.00
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	SCH OF LAW	1.00	62,971.08
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	63,963.96
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	62,971.08
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	58,129.80
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	48,851.28
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	57,239.16
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	50,752.80
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	55,991.40
FACULTY	UH AT MANOA	B3M11	LIBRARIAN III, UHM, 11-MO	LIBRARY SERV	1.00	58,218.84
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	59,430.96
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	59,688.24
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	SCH OF LAW	1.00	76,526.40
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	54,657.96

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FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	65,849.88
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	63,407.88
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	60,958.92
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	67,405.68
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	70,966.56
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	76,407.12
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	61,246.44
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	SCH OF LAW	1.00	76,526.40
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	70,860.60
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	74,025.00
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	63,419.64
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	79,359.24
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	64,365.12
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	66,564.96
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	76,407.12
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	61,091.40
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	56,614.44
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	79,359.24
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	INST FOR AST	1.00	76,407.12
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	65,711.28
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	73,574.40
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	SCH OF MED	1.00	76,526.40
FACULTY	UH AT MANOA	B4M11	LIBRARIAN IV, UHM, 11-MO	LIBRARY SERV	1.00	60,958.92
FACULTY	UH AT MANOA	B5M11	LIBRARIAN V, UHM, 11-MO	LIBRARY SERV	1.00	65,835.60
FACULTY	UH AT MANOA	B5M11	LIBRARIAN V, UHM, 11-MO	LIBRARY SERV	1.00	80,904.36
FACULTY	UH AT MANOA	B5M11	LIBRARIAN V, UHM, 11-MO	LIBRARY SERV	1.00	85,607.28
FACULTY	UH AT MANOA	B5M11	LIBRARIAN V, UHM, 11-MO	LIBRARY SERV	1.00	85,726.44
FACULTY	UH AT MANOA	B5M11	LIBRARIAN V, UHM, 11-MO	LIBRARY SERV	1.00	85,607.28
FACULTY	UH AT MANOA	B5M11	LIBRARIAN V, UHM, 11-MO	LIBRARY SERV	1.00	89,618.28
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF NAT SCI	1.00	49,773.24
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	58,218.84
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	46,013.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF NAT SCI	0.50	18,181.80
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,207.44
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	41,730.48
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	46,909.80
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	40,573.08
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	42,545.52
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	45,282.36
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	58,200.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	44,000.04
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	39,103.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	72,832.32

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF TA & HR	1.00	41,769.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	42,082.20
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF TA & HR	1.00	42,545.52
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	46,013.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,050.48
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,670.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	47,848.56
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF NAT SCI	1.00	46,993.32
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	58,774.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	38,337.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR	SHIDLER C OF BUS	1.00	47,867.04
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	42,008.40
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	58,774.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	44,597.28
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	46,013.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	40,008.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	57,636.36
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF NAT SCI	1.00	38,000.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	45,285.72
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	57,834.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	0.50	21,835.38
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	51,719.04
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	49,217.28
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF TIM	1.00	46,020.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	40,573.08
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	33,610.08
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	45,285.72
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	42,082.20
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	89,512.44
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	37,819.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	41,730.48
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	44,240.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	0.75	32,753.07
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	40,573.08
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	39,103.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	0.67	37,709.55
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	50,607.12
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	39,103.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	0.50	21,000.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF NAT SCI	1.00	38,000.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	44,241.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,564.92
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF TA & HR	1.00	46,993.32

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	47,847.96
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,207.44
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	47,847.96
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	46,909.80
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	40,573.08
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	0.50	22,642.86
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	0.50	25,000.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	56,700.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,670.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	46,909.80
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	39,103.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	58,000.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	50,607.12
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF NAT SCI	0.25	12,443.31
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF NAT SCI	1.00	46,993.32
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	42,840.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF NAT SCI	1.00	49,773.24
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	56,700.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	39,103.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,670.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	54,499.08
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF HA&PS	1.00	49,773.24
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	0.90	42,293.99
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	42,647.16
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	44,016.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	0.50	25,000.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	56,700.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	58,774.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,670.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SHIDLER C OF BUS	0.50	20,046.60
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	40,008.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	40,824.60
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	39,804.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	56,700.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	56,868.60
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	43,000.08
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	0.50	19,902.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,207.44
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	42,008.40
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	42,082.20
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,670.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	46,000.08
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	47,848.56

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FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	58,200.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	44,782.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	58,218.84
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF EDUC	1.00	46,010.16
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	40,008.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,670.76
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF ENGINRG	0.30	14,493.60
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	48,312.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	67,551.24
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	44,782.68
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	58,218.84
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	SCH OF NURSG	1.00	56,700.00
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,207.44
FACULTY	UH AT MANOA	I2M09	INSTRUCTOR, UHM, 9-MO	C OF L L L	1.00	43,670.76
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF MED	1.00	43,575.12
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF MED	1.00	43,670.76
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF NURSG	1.00	65,711.28
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF NURSG	1.00	59,198.28
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	C OF L L L	0.50	22,642.86
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF NURSG	1.00	66,180.00
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	C OF EDUC	1.00	46,200.00
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	C OF L L L	1.00	40,917.36
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF MED	0.75	42,423.03
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF MED	0.20	8,715.02
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF MED	0.50	18,540.90
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF MED	1.00	50,607.12
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF MED	0.50	23,496.66
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR & CHAIR	SCH OF NURSG	1.00	68,279.40
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF NURSG	0.20	13,136.00
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF MED	0.75	40,874.31
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	C OF L L L	1.00	36,741.60
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF NURSG	1.00	71,400.00
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF MED	1.00	42,082.20
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	C OF EDUC	1.00	49,863.12
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	C OF EDUC	1.00	50,400.00
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	SCH OF NURSG	0.40	26,732.16
FACULTY	UH AT MANOA	I2M11	INSTRUCTOR, UHM, 11-MO	C OF L L L	1.00	52,831.20
FACULTY	UH AT MANOA	I2M11	DIR FOR SIMULATION LEARNING	SCH OF NURSG	1.00	68,703.36
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	55,008.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	59,346.00
FACULTY	UH AT MANOA	I3M09	ASSISTANT PROFESSOR	SCH OF ARCH	1.00	68,772.72
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	73,641.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	56,564.04

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FACULTY	UH AT MANOA	I3M09	ASSISTANT PROFESSOR	SCH OF HA&PS	1.00	55,981.68
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF HA&PS	1.00	60,532.92
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	53,823.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	48,383.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	65,486.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	73,641.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF TIM	1.00	65,494.80
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,000.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	76,608.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	62,000.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	63,288.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	0.50	27,990.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	0.30	13,536.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	73,641.96
FACULTY	UH AT MANOA	I3M09	ACT ASST PROF	C ARTS & HUM	1.00	51,852.24
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	70,834.20
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	70,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	49,773.24
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	57,758.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	72,198.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	68,107.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	80,850.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	0.55	23,483.46
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	43,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	68,239.56
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	68,239.56
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	51,675.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	49,116.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	69,300.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, LAW, 9-MO	SCH OF LAW	1.00	81,900.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	57,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	65,711.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	50,607.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF HA&PS	1.00	51,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	73,667.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	66,767.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	52,500.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	116,172.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	69,426.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	60,530.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	53,823.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	76,608.00



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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	75,202.56
FACULTY	UH AT MANOA	I3M09	ACTING ASSISTANT PROFESSOR	SHIDLER C OF BUS	1.00	96,161.52
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	0.50	30,486.06
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	56,564.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	82,867.20
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	CL A&S DEANS	1.00	60,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	57,652.68
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	54,600.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	0.50	27,249.54
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF MED	1.00	55,981.68
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH O&ES&T	1.00	60,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	0.80	33,803.52
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	62,367.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	61,047.00
FACULTY	UH AT MANOA	I3M09	ASSISTANT PROFESSOR	C OF L L L	1.00	65,100.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	65,486.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	0.50	28,282.02
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	0.90	43,878.56
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	71,820.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH O&ES&T	1.00	65,000.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH SOC WORK	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	56,004.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	58,002.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	55,981.68
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	60,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	76,585.08
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,000.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	47,152.20
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	55,957.56
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,004.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	58,193.88
FACULTY	UH AT MANOA	I3M09	ASSISTANT PROFESSOR	C OF NAT SCI	1.00	72,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	51,755.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	60,528.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	53,172.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	116,172.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	60,273.24
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	65,486.28

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FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	65,000.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH O&ES&T	1.00	65,468.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	60,532.92
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	63,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	65,645.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	52,756.20
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	53,811.36
FACULTY	UH AT MANOA	I3M09	ACTING ASSISTANT PROFESSOR	SCH OF HA&PS	1.00	49,875.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF MED	1.00	60,530.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	56,000.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	60,011.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	60,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	47,164.44
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	58,193.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	76,608.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	70,814.52
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	52,513.44
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	60,902.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	49,773.24
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	70,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	52,756.20
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	63,288.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	60,553.08
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	0.50	32,855.64
FACULTY	UH AT MANOA	I3M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	60,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	60,530.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	55,981.68
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	58,193.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	57,298.68
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	53,811.36
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	120,342.72
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	100,008.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	57,648.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	65,478.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	73,641.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	63,288.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	70,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH SOC WORK	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	42,254.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	68,239.56
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH O&ES&T	1.00	76,605.72
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	69,300.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF ARCH	1.00	59,648.40

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FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	68,107.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	61,950.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	42,254.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	70,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	CL A&S DEANS	1.00	69,999.36
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	CL A&S DEANS	1.00	63,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	58,858.80
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	60,798.24
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,000.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	CL A&S DEANS	1.00	63,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	54,382.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	58,218.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	55,957.56
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	53,000.04
FACULTY	UH AT MANOA	I3M09	ACTING ASSISTANT PROFESSOR	C OF EDUC	1.00	54,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	42,254.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	55,978.92
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	58,800.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	76,605.72
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	0.50	24,376.98
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	0.50	22,120.02
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	58,721.76
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	56,947.92
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,000.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	49,566.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	53,823.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF ARCH	1.00	58,500.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	52,008.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	65,711.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF TIM	1.00	64,396.08
FACULTY	UH AT MANOA	I3M09	ASST PROFESSOR OF ORE	SCH O&ES&T	1.00	82,867.20
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,564.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH O&ES&T	1.00	70,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF MED	0.15	10,002.10
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	70,814.52
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	CL A&S DEANS	0.44	17,899.09
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	57,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	106,999.20
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	65,486.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	70,814.52
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	52,920.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	70,860.60

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FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	57,750.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	82,430.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,000.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	107,108.52
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	72,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	57,758.52
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	50,744.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	54,180.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH O&ES&T	1.00	76,605.72
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	53,823.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF ARCH	1.00	53,823.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	55,981.68
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	58,193.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	55,976.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	65,004.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	53,823.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	58,193.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	0.70	38,052.00
FACULTY	UH AT MANOA	I3M09	VISITING ASSISTANT PROFESSOR	C OF L L L	1.00	40,524.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	55,981.68
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	53,550.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF TIM	1.00	65,830.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	60,535.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	62,971.08
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH O&ES&T	1.00	79,359.24
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	79,232.64
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	57,758.40
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	68,254.20
FACULTY	UH AT MANOA	I3M09	ASSISTANT PROFESSOR	C OF L L L	1.00	51,758.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	126,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,000.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	65,486.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	58,218.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	76,608.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	53,823.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	61,950.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF HA&PS	1.00	55,000.08
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	58,218.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	49,776.36
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	60,972.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	61,218.00

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FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	54,000.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	68,239.56
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	64,827.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	0.50	23,867.28
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	81,318.36
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	51,758.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	70,900.32
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	58,193.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF TIM	1.00	63,396.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	68,107.32
FACULTY	UH AT MANOA	I3M09	VISIT ASST PROF	C OF L L L	1.00	47,847.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	58,193.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	51,675.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	1.00	71,400.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF NAT SCI	1.00	68,000.04
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	59,000.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH O&ES&T	1.00	63,288.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	53,823.96
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF L L L	1.00	55,957.56
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH OF NURSG	0.50	34,119.78
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	55,957.56
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	57,298.68
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	58,218.84
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	51,758.88
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF EDUC	1.00	55,650.12
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,000.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	49,773.24
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,000.16
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF SOC SCI	1.00	70,860.60
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF ENGINRG	1.00	79,465.20
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SCH O&ES&T	1.00	76,605.72
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	99,750.00
FACULTY	UH AT MANOA	I3M09	ASST PROF, UHM, 9-MO	C OF TA & HR	1.00	59,850.00
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	0.50	25,363.80
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	75,758.52
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF SOC SCI	1.00	87,634.32
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	72,450.48
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	58,905.12
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	51,758.88
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	54,349.08
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH SOC WORK	1.00	67,464.00
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	68,250.00
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	0.50	26,256.72

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FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	70,834.20
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH O&ES&T	1.00	76,585.08
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	63,999.96
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	47,867.04
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	0.25	17,062.53
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	0.50	31,500.00
FACULTY	UH AT MANOA	I3M11	ASSISTANT PROFESSOR	SCH OF MED	0.86	51,814.00
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	0.05	3,437.91
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	0.50	41,228.40
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	47,867.04
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	65,000.04
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	60,972.12
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH SOC WORK	1.00	70,831.68
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	60,275.04
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	62,971.08
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C ARTS & HUM	1.00	65,486.28
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	70,837.20
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	82,867.20
FACULTY	UH AT MANOA	I3M11	ASST PROFESSOR, UHM, 11-MO	C OF EDUC	1.00	65,486.28
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	67,344.48
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	75,758.52
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	0.50	23,005.08
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	75,600.00
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	47,867.04
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	50,607.12
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	0.60	28,720.22
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	0.30	17,616.53
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF L L L	1.00	52,273.86
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	71,499.96
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	47,865.12
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C ARTS & HUM	1.00	57,052.80
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	62,582.16
FACULTY	UH AT MANOA	I3M11	ACTING ASST PROF	C OF EDUC	1.00	54,000.00
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	63,672.72
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	0.50	24,886.62
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	65,486.28
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	0.05	3,437.91
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	77,641.20
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	74,050.92
FACULTY	UH AT MANOA	I3M11	ASSISTANT PROFESSOR	C OF EDUC	1.00	59,346.00
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	63,288.84
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	65,486.40
FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	SCH OF MED	1.00	56,700.00

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FACULTY	UH AT MANOA	I3M11	ASST PROF, UHM, 11-MO	C OF EDUC	1.00	50,607.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	63,341.76
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	62,203.32
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	0.50	36,833.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	60,460.20
FACULTY	UH AT MANOA	I4M09	ASC PROF	SCH OF ARCH	1.00	82,430.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	58,721.76
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	92,455.92
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	68,239.56
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF ARCH	1.00	63,157.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	70,860.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	68,239.56
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	79,465.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	63,350.64
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	61,091.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	68,040.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	77,816.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	66,532.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	82,708.32
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	62,203.32
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	96,938.64
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	79,465.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF MED	1.00	61,089.24
FACULTY	UH AT MANOA	I4M09	ASSOC PROF/ACTING CHAIR	C OF L L L	1.00	63,288.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	74,765.76
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF HA&PS	1.00	63,288.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	63,086.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	68,351.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	68,351.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	62,335.68
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	82,470.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	62,203.32
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	65,849.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	76,605.72
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	110,213.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	67,941.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	65,349.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	78,712.80
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	65,711.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF ARCH	1.00	70,860.60

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FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,422.80
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	66,862.92
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	61,104.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,714.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	71,985.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	60,045.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	71,588.76
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	68,239.56
FACULTY	UH AT MANOA	I4M09	IER ASSOC PROF	C OF L L L	0.40	30,377.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF TA & HR	1.00	76,393.92
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	65,684.76
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF TA & HR	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	58,721.76
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	66,621.96
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	73,225.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF HA&PS	1.00	64,000.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	70,834.20
FACULTY	UH AT MANOA	I4M09	IER ASSOC PROF, UHM, 9-MO	C OF L L L	0.40	27,338.21
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF TA & HR	1.00	76,210.20
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	78,339.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	76,407.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	70,860.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	70,814.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	86,100.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	61,025.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	72,806.64
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	61,025.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	85,707.96
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	80,312.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	65,671.56
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	67,586.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	77,254.68
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	67,868.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF MED	1.00	68,250.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	84,746.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	125,466.72
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	69,595.56
FACULTY	UH AT MANOA	I4M09	VISITING ASSOC PROFESSOR	C OF SOC SCI	0.14	9,850.13
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	68,239.56
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	61,089.24
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	58,046.76
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	73,555.92
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF HA&PS	1.00	63,288.84



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FACULTY	UH AT MANOA	I4M09	IER ASSOC PROF, UHM, 9-MO	C OF L L L	0.40	27,295.82
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	61,696.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	78,750.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	70,860.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	60,045.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	71,400.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF MED	1.00	76,605.72
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	85,707.96
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	85,607.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	63,977.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	62,582.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF MED	1.00	73,500.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	68,239.56
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	58,859.04
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	73,668.24
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	68,351.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF NURSG	1.00	78,140.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	89,258.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	79,451.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	76,525.20
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	66,227.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	72,277.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	0.50	34,175.94
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF NURSG	1.00	73,698.72
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	68,994.24
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	68,239.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,714.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	56,056.20
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	76,645.20
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	70,860.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	62,216.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	82,867.20
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	63,407.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	59,259.36
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	65,850.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	62,203.32
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	64,864.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	58,721.76
FACULTY	UH AT MANOA	I4M09	ASSOCIATE PROFESSOR	C OF EDUC	1.00	79,638.48
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	0.50	35,430.30
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	83,077.32

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FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	70,860.60
FACULTY	UH AT MANOA	I4M09	IER ASSOC PROF	C OF L L L	0.40	27,295.82
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF ARCH	0.50	16,999.98
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	58,859.04
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF ARCH	1.00	79,359.24
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	66,637.92
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF MED	1.00	66,150.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	96,938.64
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	68,597.04
FACULTY	UH AT MANOA	I4M09	ASSOC PROF / DEPARTMENT CHAIR	SCH OF MED	1.00	64,731.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	66,331.80
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	88,982.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	68,099.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF TA & HR	1.00	63,288.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	68,351.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	69,795.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	65,848.32
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	70,860.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	76,407.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF	SCH OF ARCH	1.00	70,860.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	73,561.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	85,594.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	61,104.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF TA & HR	1.00	71,218.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	77,029.32
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	76,407.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF NURSG	1.00	76,645.80
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF MED	1.00	76,605.72
FACULTY	UH AT MANOA	I4M09	VISITING ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	71,000.04
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	54,655.80
FACULTY	UH AT MANOA	I4M09	VISITING ASSOC PROF	C OF NAT SCI	0.25	17,174.22
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	63,288.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	69,638.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF ARCH	0.25	11,502.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	73,799.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	62,869.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	62,876.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF ARCH	1.00	68,705.16

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FACULTY	UH AT MANOA	I4M09	ASSOC PROF OF PH & FP/CH	SCH OF MED	1.00	92,411.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	58,859.04
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	68,239.56
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	53,754.96
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	82,734.24
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	0.50	35,430.30
FACULTY	UH AT MANOA	I4M09	ASSOC PROF	C OF EDUC	1.00	68,239.56
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	68,239.56
FACULTY	UH AT MANOA	I4M09	ASSOCIATE PROFESSOR	SHIDLER C OF BUS	1.00	88,982.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF TIM	1.00	78,000.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	74,064.24
FACULTY	UH AT MANOA	I4M09	ASSOC PROF & ASSOC CHAIR	C OF NAT SCI	1.00	73,555.92
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF ARCH	1.00	70,834.20
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	65,711.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	76,407.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	77,479.44
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	70,966.56
FACULTY	UH AT MANOA	I4M09	ASSOC PROF	C OF L L L	1.00	67,935.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	58,859.04
FACULTY	UH AT MANOA	I4M09	VISITING ASSOC PROF	C OF NAT SCI	0.25	18,416.76
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	96,938.64
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	61,260.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	63,407.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	62,732.76
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	84,376.20
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	92,477.52
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF NURSG	1.00	78,140.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	65,711.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	0.50	34,175.94
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	61,025.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	76,446.96
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	70,860.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	68,477.88
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	67,948.44
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	85,607.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	65,711.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	83,648.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	80,550.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	71,602.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	86,110.32
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	73,574.40

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FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	CL A&S DEANS	1.00	64,977.96
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	65,500.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	69,364.80
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	79,359.24
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	63,288.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	86,146.92
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	70,648.80
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	68,054.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF MED	0.80	58,859.52
FACULTY	UH AT MANOA	I4M09	ASSOCIATE PROFESSOR	SCH OF ARCH	0.40	23,400.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SHIDLER C OF BUS	1.00	115,500.00
FACULTY	UH AT MANOA	I4M09	ASSOC PROF OF CHINESE	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	70,860.60
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF NURSG	1.00	78,140.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF NURSG	1.00	78,140.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	76,605.72
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	88,731.36
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	61,091.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	63,419.64
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	73,698.84
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	69,206.04
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF EDUC	1.00	66,532.08
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF NAT SCI	1.00	65,711.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH OF NURSG	0.50	42,803.64
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	0.40	28,386.62
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF ENGINRG	1.00	95,998.80
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	60,469.20
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	60,972.12
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	SCH O&ES&T	1.00	89,262.24
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	61,091.28
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF TA & HR	1.00	65,378.16
FACULTY	UH AT MANOA	I4M09	ASSOC PROF	C OF EDUC	1.00	68,239.56
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF SOC SCI	1.00	73,574.40
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C ARTS & HUM	1.00	69,192.72
FACULTY	UH AT MANOA	I4M09	ASSOC PROF, UHM, 9-MO	C OF L L L	1.00	61,025.16
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR, UHM, 11-MO	C OF SOC SCI	1.00	79,359.24
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH SOC WORK	1.00	87,847.20
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & DEPT CHAIRMAN	SHIDLER C OF BUS	1.00	110,626.20
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR	C ARTS & HUM	1.00	68,704.56

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FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH O&ES&T	1.00	90,664.08
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & ASSOC CHAIR	C ARTS & HUM	1.00	86,082.12
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SHIDLER C OF BUS	1.00	130,855.20
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF SOC SCI	1.00	86,176.56
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF L L L	1.00	71,323.92
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF EDUC	1.00	79,676.88
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF EDUC	1.00	89,832.96
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & DIRECTOR	C OF L L L	1.00	76,857.24
FACULTY	UH AT MANOA	I4M11	ASSOC PROF/CHAIRPERSON	SHIDLER C OF BUS	1.00	124,058.52
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF NURSG	1.00	91,423.92
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF EDUC	1.00	79,319.52
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH O&ES&T	1.00	99,692.04
FACULTY	UH AT MANOA	I4M11	ASSOCIATE PROFESSOR	SCH O&ES&T	1.00	95,959.08
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	0.80	50,735.71
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR, UHM, 11-MO	C OF SOC SCI	1.00	79,848.96
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & ACTING DIRECTOR	C OF SOC SCI	1.00	86,082.00
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR	C OF NAT SCI	1.00	74,202.84
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & DIR, UHM, 11-MO	C OF SOC SCI	1.00	78,595.80
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	0.45	31,887.27
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR	C OF EDUC	1.00	79,835.76
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF EDUC	1.00	81,219.60
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR	C ARTS & HUM	1.00	72,978.84
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH SOC WORK	1.00	78,094.80
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR, UHM, 11-MO	C OF SOC SCI	1.00	81,497.64
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	1.00	65,711.28
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	1.00	73,574.40
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR, UHM 11-MO	C OF ENGINRG	1.00	95,959.08
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR	C OF L L L	1.00	86,083.80
FACULTY	UH AT MANOA	I4M11	ASSO PROF/DIR FACULTY DEVLPMNT	SCH OF NURSG	1.00	88,956.36
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	1.00	73,698.84
FACULTY	UH AT MANOA	I4M11	ASSOCIATE PROFESSOR	SCH O&ES&T	1.00	103,623.72
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & ASSOC CHAIR	C ARTS & HUM	1.00	66,356.04
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & INT DR OF LYON AR	C OF NAT SCI	1.00	73,157.52
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH SOC WORK	1.00	84,533.28
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & CHAIR	C OF EDUC	1.00	86,995.80
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF NURSG	1.00	92,994.24
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	CL A&S DEANS	1.00	65,645.16
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & DIRECTOR	SCH OF HA&PS	1.00	70,826.40
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF EDUC	1.00	80,436.00
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF NURSG	1.00	89,000.00
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF EDUC	1.00	74,376.00
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF EDUC	1.00	86,242.68
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH O&ES&T	1.00	88,929.96

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FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	0.75	85,064.22
FACULTY	UH AT MANOA	I4M11	ASSOC PROF/CHAIR, UHM, 11-MO	C OF ENGINRG	1.00	108,121.32
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH O&ES&T	1.00	98,090.28
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	1.00	82,430.28
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF TA & HR	1.00	73,574.40
FACULTY	UH AT MANOA	I4M11	ASSOC PROF & DEPT CHAIR	SCH OF NURSG	1.00	92,874.60
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	1.00	133,875.00
FACULTY	UH AT MANOA	I4M11	ASSOC PROF/DIR SCH OF ACCTCY	SHIDLER C OF BUS	1.00	134,108.28
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	1.00	70,860.60
FACULTY	UH AT MANOA	I4M11	ASSOC PROF NSG & MED	SCH OF MED	1.00	88,982.88
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	0.20	21,810.94
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	C OF EDUC	1.00	76,407.24
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF MED	1.00	68,358.84
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM 11-MO	SCH OF HA&PS	1.00	79,676.88
FACULTY	UH AT MANOA	I4M11	ASSOC PROF, UHM, 11-MO	C OF SOC SCI	1.00	111,804.48
FACULTY	UH AT MANOA	I4M11	ASSOCIATE PROFESSOR	SCH OF HA&PS	1.00	70,826.40
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	76,407.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH SOC WORK	1.00	103,557.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	107,594.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	132,905.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	92,398.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF HA&PS	1.00	85,858.80
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	88,929.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR	C OF NAT SCI	1.00	99,692.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	76,407.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	76,407.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH SOC WORK	1.00	79,676.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF HA&PS	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	0.50	44,464.98
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF ARCH	1.00	99,692.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	76,857.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	99,692.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	76,529.52
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF MED	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR & DIRECTOR	C ARTS & HUM	1.00	84,098.16
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	125,021.40
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	123,201.48
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	92,371.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	73,693.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	113,406.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	85,951.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	76,529.52
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF MED	1.00	79,359.24

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FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	92,455.92
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	132,494.76
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	93,523.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	76,274.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	86,269.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH SOC WORK	1.00	78,287.04
FACULTY	UH AT MANOA	I5M09	MATSON CHAIRHOLDER & PROF	SHIDLER C OF BUS	1.00	174,722.52
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	80,289.60
FACULTY	UH AT MANOA	I5M09	PROF/NOBORIKAWA CHAIR	SHIDLER C OF BUS	1.00	147,000.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	92,371.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	71,972.64
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	88,929.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	74,342.16
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	79,888.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH SOC WORK	1.00	95,959.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	123,348.84
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	103,557.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF TA & HR	1.00	95,559.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	0.50	36,787.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	95,959.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	104,325.24
FACULTY	UH AT MANOA	I5M09	PROF & ASSOC CHAIR	C OF NAT SCI	1.00	90,108.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	71,262.84
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF TIM	1.00	95,959.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF TA & HR	1.00	96,051.72
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	73,555.92
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	76,605.72
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	73,881.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	82,536.72
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	87,142.92
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	103,557.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	0.50	39,730.14
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	81,609.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	78,313.44
FACULTY	UH AT MANOA	I5M09	PROF & HENRY WALKER CHAIR	SHIDLER C OF BUS	1.00	174,722.52
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	79,147.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF TA & HR	1.00	73,693.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	79,560.48
FACULTY	UH AT MANOA	I5M09	PROF, UHM, 9-MO	C OF SOC SCI	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	83,674.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	133,027.44

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FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	79,359.24
FACULTY	UH AT MANOA	I5M09	IER PROFESSOR	C ARTS & HUM	0.40	44,444.02
FACULTY	UH AT MANOA	I5M09	IER PROFESSOR, UHM, 9-MO	C OF SOC SCI	0.15	15,533.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	74,342.16
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	129,173.64
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	91,220.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	103,557.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	65,821.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	108,706.92
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	117,946.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	173,880.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	88,929.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	105,993.12
FACULTY	UH AT MANOA	I5M09	SEN CHAIR PROFESSOR	C ARTS & HUM	1.00	111,876.72
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	91,153.80
FACULTY	UH AT MANOA	I5M09	IER PROFESSOR	C OF EDUC	0.40	38,383.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	97,560.84
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH SOC WORK	1.00	112,956.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	67,167.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF TA & HR	1.00	68,623.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	93,377.76
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	205,744.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	IER PROFESSOR	C OF L L L	0.40	35,571.98
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	75,427.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	108,852.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	92,729.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	86,335.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF HA&PS	1.00	81,530.76
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	76,407.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF ARCH	1.00	85,680.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	100,890.84
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	95,959.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	99,692.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF MED	1.00	79,359.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR & CHAIR	SCH O&ES&T	1.00	111,804.48
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	85,750.80
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	92,371.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	113,035.44



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FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	74,024.52
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	72,634.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	93,165.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	79,451.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	95,959.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR	SCH OF HA&PS	1.00	73,667.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR	C OF ENGINRG	1.00	91,338.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	81,133.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	79,083.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	80,722.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	120,739.80
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	78,710.52
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	70,939.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	73,498.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, DIRECTOR, UHM,9-MO	C OF ENGINRG	1.00	177,158.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	125,466.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	103,213.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF HA&PS	1.00	63,999.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	77,227.92
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	103,557.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	INST FOR AST	1.00	136,500.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	93,666.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	96,091.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	0.25	17,715.15
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	94,595.64
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF MED	1.00	79,460.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	116,202.48
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	90,108.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	80,484.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	97,627.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	80,550.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	113,622.48
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	76,923.48
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	79,359.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR	C OF EDUC	1.00	89,630.64
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	78,750.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	83,939.40
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	82,840.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	79,875.48
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	77,214.72
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	95,959.08

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	100,274.64
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	99,493.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	73,693.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	79,359.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF HA&PS	1.00	103,557.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	111,010.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	79,359.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	99,692.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	85,607.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR	SCH OF ARCH	1.00	90,796.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	100,870.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF TA & HR	1.00	107,780.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	99,761.52
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	91,974.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	98,183.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	77,029.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	91,233.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	92,371.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF TIM	1.00	99,692.04
FACULTY	UH AT MANOA	I5M09	IER PROFESSOR	C OF NAT SCI	0.10	11,303.54
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	88,784.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	140,728.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	111,844.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	65,849.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	75,612.96
FACULTY	UH AT MANOA	I5M09	IER PROFESSOR	C OF L L L	0.40	37,891.15
FACULTY	UH AT MANOA	I5M09	IER PROFESSOR	C OF NAT SCI	0.40	38,330.64
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	126,749.76
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	121,385.64
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	113,803.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	PAC BI RS CT	1.00	103,278.48
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF TA & HR	1.00	73,698.84
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	108,746.52
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	75,586.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	73,698.84
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	77,315.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	85,607.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	72,111.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	98,183.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	77,558.88

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FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF TA & HR	1.00	92,596.80
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF MED	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	69,192.72
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	95,959.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR OF FINANCE	SHIDLER C OF BUS	1.00	107,594.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH SOC WORK	1.00	87,164.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	92,279.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	95,853.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF MED	1.00	88,836.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	79,359.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	79,888.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	67,193.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	91,246.56
FACULTY	UH AT MANOA	I5M09	VISITING PROFESSOR	C ARTS & HUM	1.00	80,040.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	78,000.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	89,472.72
FACULTY	UH AT MANOA	I5M09	PROFESSOR	C OF EDUC	1.00	81,609.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	70,860.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	98,818.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR	C OF L L L	1.00	99,692.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	131,581.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	67,179.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	76,526.40
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	129,450.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	82,430.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	108,852.36
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	117,417.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	108,190.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	120,448.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	92,371.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	85,977.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	60,460.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	70,860.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	122,857.80
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	93,219.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	72,184.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	113,035.44
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	0.50	36,787.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	94,608.84
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	143,226.00

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FACULTY	UH AT MANOA	I5M09	PROFESSOR	C OF ENGINRG	1.00	85,707.96
FACULTY	UH AT MANOA	I5M09	PROF, IER	C OF L L L	0.40	38,710.22
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	90,041.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	85,951.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR , UHM 09-MO	C OF ENGINRG	1.00	201,641.28
FACULTY	UH AT MANOA	I5M09	IER PROFESSOR	SHIDLER C OF BUS	0.40	50,985.79
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	79,359.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR & LUKE CHAIR HOLDER	SHIDLER C OF BUS	1.00	190,435.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	107,978.76
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	75,951.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	76,407.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	115,500.00
FACULTY	UH AT MANOA	I5M09	PROFESSOR	C OF ENGINRG	1.00	89,310.60
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	95,998.80
FACULTY	UH AT MANOA	I5M09	WEINMAN CHAIRHOLDER & PROF	SHIDLER C OF BUS	1.00	184,147.80
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF MED	1.00	191,322.48
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	79,460.28
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	75,295.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	82,840.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	103,041.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	88,929.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	92,371.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	73,508.40
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	88,929.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	95,959.08
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	71,972.64
FACULTY	UH AT MANOA	I5M09	PROF, UHM, 9-MO	C OF L L L	1.00	73,680.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	86,798.64
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	84,707.16
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	113,962.20
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	94,039.56
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	73,908.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF HA&PS	1.00	84,098.16
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	90,041.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	SCH OF TIM	1.00	117,946.68
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	93,655.80
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	80,862.12
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	81,053.52
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	0.55	49,304.64
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	77,069.04
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	81,596.40

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FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	103,557.36
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	73,574.40
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	125,066.64
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	76,715.40
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	91,259.76
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	0.50	56,067.72
FACULTY	UH AT MANOA	15M09	PROFESSOR	C OF NAT SCI	1.00	77,532.36
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	0.50	41,422.02
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF TA & HR	1.00	96,157.68
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	92,371.68
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	0.50	54,049.14
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	73,827.48
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	79,451.88
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	84,799.80
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	78,313.44
FACULTY	UH AT MANOA	15M09	PRF,CHR JJ SULLIVAN,DR NAT PRD	C OF NAT SCI	1.00	107,674.32
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	SCH OF HA&PS	1.00	103,557.36
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	0.50	60,900.06
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	97,137.24
FACULTY	UH AT MANOA	15M09	PROFESSOR	C OF NAT SCI	1.00	79,359.24
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	71,972.64
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	82,430.28
FACULTY	UH AT MANOA	15M09	PROFESSOR	SCH O&ES&T	1.00	132,680.04
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	130,403.16
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	98,700.00
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF L L L	0.50	39,679.62
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	95,164.80
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	88,638.72
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	84,005.64
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	118,542.36
FACULTY	UH AT MANOA	15M09	PROFESSOR, CITIZEN'S CHAIR	C OF L L L	1.00	139,230.00
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	85,580.88
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	0.50	48,475.92
FACULTY	UH AT MANOA	15M09	PROFESSOR & ACTING DIRECTOR	C ARTS & HUM	1.00	93,814.56
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	SCH OF TIM	1.00	85,620.48
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	138,801.60
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	78,220.80
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	95,959.08
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	90,068.28
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C OF NAT SCI	1.00	84,693.96
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	SHIDLER C OF BUS	1.00	120,739.80
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	79,888.68
FACULTY	UH AT MANOA	15M09	PROFESSOR, UHM, 9-MO	SCH O&ES&T	1.00	107,661.12

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	74,084.88
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF L L L	1.00	79,359.24
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C ARTS & HUM	1.00	88,929.96
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF SOC SCI	1.00	107,674.32
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF ENGINRG	1.00	164,092.80
FACULTY	UH AT MANOA	I5M09	PROFESSOR, UHM, 9-MO	C OF EDUC	1.00	77,263.32
FACULTY	UH AT MANOA	I5M11	PROFESSOR	PAC BI RS CT	1.00	128,563.20
FACULTY	UH AT MANOA	I5M11	PROFESSOR & EDITOR	C ARTS & HUM	1.00	105,787.08
FACULTY	UH AT MANOA	I5M11	PROF (CORAL CHR) & RES	SCH O&ES&T	1.00	169,401.12
FACULTY	UH AT MANOA	I5M11	PROFESSOR & DIRECTOR	SCH OF HA&PS	1.00	107,594.88
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	130,442.88
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C ARTS & HUM	1.00	88,929.12
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR, UHM, 11-MO	C OF L L L	1.00	91,299.48
FACULTY	UH AT MANOA	I5M11	PROFESSOR AND CHAIR	C OF L L L	1.00	104,079.00
FACULTY	UH AT MANOA	I5M11	PROF/FACULTY SENATE PRESIDENT	SHIDLER C OF BUS	1.00	133,665.24
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	135,459.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C OF EDUC	1.00	107,594.88
FACULTY	UH AT MANOA	I5M11	PROFESSOR & INTERIM CHAIR	SCH OF MED	1.00	225,750.00
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	131,740.32
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	151,993.68
FACULTY	UH AT MANOA	I5M11	PROF & CHAIR	C OF L L L	1.00	114,874.20
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF EDUC	1.00	96,051.72
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	CL A&S DEANS	1.00	98,565.36
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	111,804.48
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	120,567.72
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	89,883.00
FACULTY	UH AT MANOA	I5M11	PROFESSOR & DIRECTOR	C ARTS & HUM	1.00	103,557.36
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C ARTS & HUM	1.00	87,750.60
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	82,430.28
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C ARTS & HUM	1.00	104,417.88
FACULTY	UH AT MANOA	I5M11	IER PROFESSOR	C OF EDUC	0.40	39,876.82
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	115,153.56
FACULTY	UH AT MANOA	I5M11	PROF & CHAIR-OCN ENGINEERING	SCH O&ES&T	1.00	109,699.68
FACULTY	UH AT MANOA	I5M11	PROF & CHAIR	C OF NAT SCI	1.00	114,703.44
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF NAT SCI	1.00	116,172.84
FACULTY	UH AT MANOA	I5M11	PROF & CHAIR	C OF NAT SCI	1.00	108,124.44
FACULTY	UH AT MANOA	I5M11	PROF & CHAIR	C OF NAT SCI	1.00	101,554.44
FACULTY	UH AT MANOA	I5M11	PROF/CURRICULUM COMMITTEE CHR	SHIDLER C OF BUS	1.00	145,246.08
FACULTY	UH AT MANOA	I5M11	PROFESSOR AND CHAIR	C OF L L L	1.00	117,940.80
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF EDUC	1.00	86,679.48
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	127,093.80
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	95,959.08
FACULTY	UH AT MANOA	I5M11	PROF & ASSOC CHAIR	C OF NAT SCI	1.00	101,320.20

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF EDUC	1.00	101,982.12
FACULTY	UH AT MANOA	I5M11	PROFESSOR	C OF TA & HR	1.00	92,371.68
FACULTY	UH AT MANOA	I5M11	PROFESSOR	C OF EDUC	1.00	111,792.00
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	167,124.24
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C ARTS & HUM	1.00	88,929.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	103,692.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	SCH O&ES&T	1.00	141,284.40
FACULTY	UH AT MANOA	I5M11	PROFESSOR	SCH O&ES&T	1.00	130,403.16
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C OF EDUC	1.00	97,635.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	116,172.84
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	151,848.00
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	95,959.08
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	95,959.08
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	CL A&S DEANS	1.00	86,221.32
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	135,526.08
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR, UHM, 11-MO	C OF SOC SCI	1.00	103,755.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR, UHM, 11-MO	SCH OF MED	1.00	278,544.84
FACULTY	UH AT MANOA	I5M11	PROF OF CYT & ZOOLOGY	PAC BI RS CT	1.00	165,393.00
FACULTY	UH AT MANOA	I5M11	PROFESSOR & DIRECTOR	SCH OF HA&PS	1.00	96,938.64
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	SCH OF MED	1.00	146,248.56
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	86,547.12
FACULTY	UH AT MANOA	I5M11	PROF, UHM, 11-MO AND CHAIR	C OF SOC SCI	1.00	125,968.68
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C OF EDUC	1.00	112,400.16
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF NAT SCI	1.00	140,437.32
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF L L L	1.00	94,595.64
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	128,832.00
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	125,465.64
FACULTY	UH AT MANOA	I5M11	MACDONALD PROF OF VOLCANOLOGY	SCH O&ES&T	1.00	133,090.44
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF L L L	1.00	88,320.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	135,473.16
FACULTY	UH AT MANOA	I5M11	PROF & SOSHITSU SEN DIRECTOR	SCH OF HA&PS	1.00	79,848.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	PAC BI RS CT	1.00	135,473.16
FACULTY	UH AT MANOA	I5M11	DIRECTOR FOR RESEARCH	SCH OF NURSG	1.00	111,246.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	107,594.88
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	141,165.34
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF EDUC	1.00	91,317.00
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF HA&PS	1.00	88,929.96
FACULTY	UH AT MANOA	I5M11	PROF & DIRECTOR, UHM, 11-MO	C OF SOC SCI	1.00	115,540.08
FACULTY	UH AT MANOA	I5M11	PROFESSOR	SCH O&ES&T	1.00	186,433.32
FACULTY	UH AT MANOA	I5M11	PROF & ASSOC CHAIR	C OF L L L	1.00	91,580.28
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	CANCER CT HI	1.00	227,130.12
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF NURSG	1.00	111,246.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR	C OF EDUC	1.00	103,557.36

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C OF EDUC	1.00	103,557.36
FACULTY	UH AT MANOA	I5M11	PROFESSOR & ASSOC CHAIR	C ARTS & HUM	1.00	94,239.84
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF NAT SCI	1.00	123,082.80
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	111,804.48
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	120,700.08
FACULTY	UH AT MANOA	I5M11	PROF & CHAIR	C ARTS & HUM	1.00	82,430.28
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	SCH OF MED	1.00	174,249.96
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	111,804.48
FACULTY	UH AT MANOA	I5M11	IER PROFESSOR	SCH O&ES&T	0.40	68,443.49
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	123,532.92
FACULTY	UH AT MANOA	I5M11	PROFESSOR/CHAIRPERSON	SHIDLER C OF BUS	1.00	151,212.60
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR, UHM, 11-MO	C OF SOC SCI	1.00	127,233.60
FACULTY	UH AT MANOA	I5M11	PROFESSOR	SCH O&ES&T	0.50	71,208.00
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	CL A&S DEANS	0.75	94,099.23
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	129,584.16
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	164,622.24
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C OF EDUC	1.00	95,231.04
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	120,739.80
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF EDUC	1.00	90,942.00
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	110,612.52
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF SOC SCI	1.00	121,162.08
FACULTY	UH AT MANOA	I5M11	PROF & MGR, OREP	SCH OF NURSG	1.00	109,337.04
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	125,465.64
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	125,465.64
FACULTY	UH AT MANOA	I5M11	PROF & DIRECTOR, UHM, 11-MO	C OF SOC SCI	1.00	90,790.44
FACULTY	UH AT MANOA	I5M11	PROF & ASSOC CHAIR	C OF NAT SCI	1.00	96,443.52
FACULTY	UH AT MANOA	I5M11	PROFESSOR	SCH O&ES&T	1.00	130,403.16
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	132,680.04
FACULTY	UH AT MANOA	I5M11	IER PROFESSOR, UHM	CANCER CT HI	0.30	48,620.27
FACULTY	UH AT MANOA	I5M11	PROFESSOR	C OF TA & HR	0.10	11,240.02
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C ARTS & HUM	1.00	121,176.60
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF L L L	1.00	94,939.80
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C ARTS & HUM	1.00	97,071.00
FACULTY	UH AT MANOA	I5M11	PROF & CHAIR	C OF NAT SCI	1.00	103,742.76
FACULTY	UH AT MANOA	I5M11	PROFESSOR	C OF EDUC	1.00	91,546.20
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C OF EDUC	1.00	95,098.68
FACULTY	UH AT MANOA	I5M11	PROF & CHAIR	C OF NAT SCI	1.00	104,047.32
FACULTY	UH AT MANOA	I5M11	PROFESSOR & ASSOCIATE CHAIR	SCH O&ES&T	1.00	120,938.28
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF EDUC	1.00	116,172.84
FACULTY	UH AT MANOA	I5M11	PROF & DIR UHM 11-MO	C OF SOC SCI	1.00	97,322.52
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	113,829.84
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	125,465.64
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF ENGINRG	1.00	108,084.72



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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	I5M11	PROFESSOR AND CHAIR	SCH O&ES&T	1.00	110,904.36
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF L L L	1.00	114,875.64
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	CHANCELLOR UHM	1.00	109,064.16
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	138,491.40
FACULTY	UH AT MANOA	I5M11	PROFESSOR AND ASSOCIATE CHAIR	SCH O&ES&T	1.00	140,728.56
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH SOC WORK	1.00	89,611.20
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	92,371.68
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF HA&PS	1.00	106,804.92
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF EDUC	1.00	95,707.56
FACULTY	UH AT MANOA	I5M11	ACTING CHAIR & PROFESSOR	C ARTS & HUM	1.00	117,801.24
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF SOC SCI	1.00	104,854.68
FACULTY	UH AT MANOA	I5M11	PROFESSOR	SCH O&ES&T	1.00	130,403.16
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF L L L	1.00	92,173.20
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF EDUC	1.00	115,418.28
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF NURSG	1.00	107,978.76
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR, UHM, 11-MO	C OF SOC SCI	1.00	99,479.04
FACULTY	UH AT MANOA	I5M11	PROF, CURRICULUM COMM CHAIR	SHIDLER C OF BUS	1.00	129,661.92
FACULTY	UH AT MANOA	I5M11	PROF & CHAIR	C OF NAT SCI	1.00	168,249.48
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	71,768.88
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C ARTS & HUM	1.00	92,850.36
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF HA&PS	1.00	99,692.04
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	107,594.88
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	156,018.48
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH O&ES&T	1.00	118,449.72
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	107,594.88
FACULTY	UH AT MANOA	I5M11	PROFESSOR & ACTING CHAIR	C ARTS & HUM	1.00	83,154.72
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR, UHM, 11-MO	C OF SOC SCI	1.00	104,048.52
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	INST FOR AST	1.00	125,465.64
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	82,430.28
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SHIDLER C OF BUS	1.00	147,522.72
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	SCH OF MED	1.00	116,172.84
FACULTY	UH AT MANOA	I5M11	PROFESSOR & CHAIR	C OF TA & HR	1.00	96,938.64
FACULTY	UH AT MANOA	I5M11	PROFESSOR, UHM, 11-MO	C OF EDUC	0.05	4,446.50
FACULTY	UH AT MANOA	J3M09	ASST PROF, LAW, 9-MO	SCH OF LAW	1.00	92,343.36
FACULTY	UH AT MANOA	J3M11	ASST PROF, LAW, 11-MO	SCH OF LAW	1.00	78,161.64
FACULTY	UH AT MANOA	J4M09	ASSOC PROF, LAW, 9-MO	SCH OF LAW	1.00	99,731.76
FACULTY	UH AT MANOA	J4M09	ASSOC PROF, LAW, 9-MO	SCH OF LAW	1.00	99,750.00
FACULTY	UH AT MANOA	J4M09	ASSOC PROF, LAW, 9-MO	SCH OF LAW	1.00	99,731.76
FACULTY	UH AT MANOA	J4M09	ASSOC PROF, LAW, 9-MO	SCH OF LAW	1.00	99,731.76
FACULTY	UH AT MANOA	J4M09	VISITING ASSOC PROF LAW	SCH OF LAW	1.00	83,000.04
FACULTY	UH AT MANOA	J4M11	ASSOC PROF, LAW, 11-MO	SCH OF LAW	1.00	118,370.28
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	122,976.84
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	122,976.84

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FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	122,976.84
FACULTY	UH AT MANOA	J5M09	PROF & KUDO CHAIR OF LAW	SCH OF LAW	1.00	167,177.16
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	122,976.84
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	122,976.84
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	0.50	53,855.16
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	124,750.80
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	107,710.32
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	124,116.48
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	122,850.00
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	127,795.32
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	137,961.84
FACULTY	UH AT MANOA	J5M09	PROF, LAW, 9-MO	SCH OF LAW	1.00	122,976.84
FACULTY	UH AT MANOA	J5M11	PROF, LAW, 11-MO	SCH OF LAW	1.00	132,812.40
FACULTY	UH AT MANOA	M2M11	INSTRUCTOR, MED, 11-MO	SCH OF MED	1.00	45,108.00
FACULTY	UH AT MANOA	M2M11	INSTRUCTOR, MED, 11-MO	SCH OF MED	0.60	40,863.60
FACULTY	UH AT MANOA	M2M11	INSTRUCTOR, MED, 11-MO	SCH OF MED	0.77	47,540.08
FACULTY	UH AT MANOA	M2M11	INSTRUCTOR, MED, 11-MO	SCH OF MED	1.00	76,407.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,062.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	111,804.48
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,026.60
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	51,936.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	106,923.60
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,062.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,524.98
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	29,043.21
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,436.33
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	26,898.72
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	53,461.80
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	5,590.22
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,064.16
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	107,594.88
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	106,923.60
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	23,989.77
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,062.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.40	40,326.91
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	103,557.36
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,321.90
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	10,355.74
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	5,379.74
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,321.90

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FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.60	64,556.93
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,068.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	10,759.49
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,797.90
FACULTY	UH AT MANOA	M3M11	ASSISTANT PROFESSOR	SCH OF MED	1.00	109,062.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	99,750.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,062.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,068.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	89,604.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,062.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,595.91
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.96	103,291.08
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,321.90
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,595.91
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	22,194.99
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.55	59,177.18
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,595.91
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	54,529.32
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	99,750.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,797.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	96,938.64
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,321.90
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	89,616.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,525.28
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.15	16,139.23
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,058.88
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	51,389.10
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	53,797.44
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	58,086.42
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	107,594.88
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,062.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	97,879.92
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,059.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	5,379.74
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	22,194.99
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	53,797.44
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,969.20
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	111,804.48
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	10,759.49

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FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,984.60
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	102,804.48
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	111,804.48
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,797.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.35	37,658.21
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	95,959.08
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	23,303.76
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.40	43,037.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	46,609.50
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,058.88
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	46,607.52
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,321.90
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,969.20
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,321.90
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	10,759.49
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	47,516.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	5,379.74
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	104,833.80
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	49,912.26
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	23,304.75
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.20	21,000.02
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	104,854.80
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,969.20
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,524.98
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.15	16,139.23
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.15	15,533.80
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.95	102,215.14
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	48,466.56
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.75	80,696.16
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	10,355.74
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,057.80
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	96,933.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	25,889.34
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	5,379.74
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	23,989.77
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.20	21,518.98
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	53,797.44
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	51,778.68
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.79	81,810.31
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.20	21,771.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	107,594.88

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FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	103,557.36
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	106,923.60
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	5,177.87
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,524.98
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	93,219.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	26,898.72
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	99,692.04
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	104,860.32
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	93,219.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	79,682.40
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,595.91
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	5,241.69
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	93,219.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,660.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	99,750.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	103,557.36
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	99,750.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	53,797.44
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	5,590.22
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.60	59,815.22
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	96,938.64
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	83,664.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.20	18,643.80
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.30	33,652.51
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,064.16
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.25	23,989.77
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.95	88,558.05
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,065.60
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	49,266.00
FACULTY	UH AT MANOA	M3M11	ASSISTANT CLINICAL PROFESSOR	SCH OF MED	0.75	81,794.25
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.15	16,139.23
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	4,797.95
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.75	71,274.06
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	11,180.45
FACULTY	UH AT MANOA	M3M11	ASST PROF MED & PEDS	SCH OF MED	0.05	5,379.74
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	93,219.00
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	1.00	109,062.12
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	10,355.74
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.45	41,946.82
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.05	5,379.74
FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.50	53,462.04

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FACULTY	UH AT MANOA	M3M11	ASST PROF, MED, 11-MO	SCH OF MED	0.10	9,321.90
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.05	5,344.51
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	130,310.64
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	116,172.84
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.25	31,356.48
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	120,700.08
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	116,202.48
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.75	94,069.44
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	120,700.08
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.10	12,070.01
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.05	5,590.22
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	109,064.16
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	140,728.56
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	109,064.16
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.10	12,546.67
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.05	6,515.53
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	116,202.48
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	104,693.64
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.01	1,161.73
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.05	6,300.00
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	116,212.56
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.50	60,350.04
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	120,700.08
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.25	21,961.80
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	166,005.00
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.50	54,532.08
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.10	12,070.01
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.05	5,592.10
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.75	77,726.88
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.50	55,902.24
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	146,375.64
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.50	60,350.04
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	111,804.00
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.01	1,090.64
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.10	11,620.25
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	107,667.36
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	125,425.92
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.50	58,086.42
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	130,310.64
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.05	6,271.30
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.25	30,175.02
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	CANCER CT HI	1.00	123,599.04
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.50	60,350.04

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FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	125,425.92
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	130,310.64
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	127,569.00
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.10	10,587.92
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.25	31,356.48
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	147,770.88
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.50	65,155.32
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.05	5,590.22
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.10	12,542.59
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	109,064.16
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	138,579.48
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.10	11,180.45
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.25	32,577.66
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	125,425.92
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.70	76,345.08
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	103,635.84
FACULTY	UH AT MANOA	M4M11	ASSOC PROF & CHAIR	SCH OF MED	1.00	127,570.32
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	125,425.92
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	107,667.48
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	125,425.92
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.50	60,350.04
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.25	27,266.04
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.25	25,908.93
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.51	54,910.35
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.05	5,622.75
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	125,478.84
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	122,672.52
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	0.10	12,542.59
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	111,804.48
FACULTY	UH AT MANOA	M4M11	ASSOC PROF, MED, 11-MO	SCH OF MED	1.00	109,058.88
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	135,420.24
FACULTY	UH AT MANOA	M5M11	PROF & CHAIR	SCH OF MED	1.00	146,235.36
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	120,700.08
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	135,420.24
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.93	130,877.56
FACULTY	UH AT MANOA	M5M11	PROFESSOR & CHAIR	SCH OF MED	1.00	135,420.24
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.05	6,825.01
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	135,420.24
FACULTY	UH AT MANOA	M5M11	PROF SURG & DIR CL AFF & TELMD	SCH OF MED	1.00	236,211.12
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	251,685.12
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.05	6,037.44
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	200,549.04
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.60	81,252.14

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FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.80	108,336.19
FACULTY	UH AT MANOA	M5M11	PROF & DIR CLIN RES	SCH OF MED	1.00	245,119.92
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.20	27,084.05
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.05	6,035.00
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.05	7,036.43
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.50	67,710.12
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.80	104,248.51
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	130,310.64
FACULTY	UH AT MANOA	M5M11	PROFESSOR & CHAIR	SCH OF MED	1.00	189,403.08
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.45	56,441.66
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	140,728.56
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	140,728.56
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	117,946.68
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.15	21,109.28
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.05	6,771.01
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	140,728.56
FACULTY	UH AT MANOA	M5M11	PROFESSOR & CHAIR	SCH OF MED	1.00	194,870.04
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.50	70,364.28
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.50	70,364.28
FACULTY	UH AT MANOA	M5M11	PROFESSOR AND CHAIR	SCH OF MED	1.00	140,728.56
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	125,466.60
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	151,980.48
FACULTY	UH AT MANOA	M5M11	IER PROFESSOR	SCH OF MED	0.40	56,291.42
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.01	1,354.20
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	179,850.72
FACULTY	UH AT MANOA	M5M11	PROF OF SURGERY AND PEDIATRICS	SCH OF MED	0.40	56,291.42
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.20	21,000.02
FACULTY	UH AT MANOA	M5M11	PROF OF PEDIATRICS & MED	SCH OF MED	1.00	125,466.60
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	241,500.00
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.10	12,070.01
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	192,780.00
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	140,728.56
FACULTY	UH AT MANOA	M5M11	PROFESSOR & CHAIR, MED, 11-MO	SCH OF MED	1.00	135,420.24
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	140,728.56
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.50	65,181.78
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	146,235.36
FACULTY	UH AT MANOA	M5M11	PROFESSOR & CHAIR	SCH OF MED	1.00	222,827.88
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.75	90,525.06
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.05	6,898.75
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	0.35	49,255.00
FACULTY	UH AT MANOA	M5M11	PROF IN SURGERY & MED	SCH OF MED	0.50	62,739.42
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	135,420.24
FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	212,582.04



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FACULTY	UH AT MANOA	M5M11	PROF, MED, 11-MO	SCH OF MED	1.00	135,420.24
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	PAC BI RS CT	0.65	30,630.60
FACULTY	UH AT MANOA	R2M11	JUNIOR ENTOMOLOGIST	C OF TA & HR	1.00	39,342.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	37,440.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	54,499.08
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	40,836.60
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	40,519.56
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER	SCH O&ES&T	1.00	55,925.52
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	42,000.12
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	CANCER CT HI	1.00	57,553.68
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH O&ES&T	0.50	29,400.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	0.69	28,931.51
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF NAT SCI	1.00	41,500.08
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH O&ES&T	1.00	42,783.84
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	0.50	19,637.88
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF NAT SCI	1.00	37,823.40
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	37,800.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	PAC BI RS CT	1.00	42,537.60
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	PAC BI RS CT	1.00	42,527.28
FACULTY	UH AT MANOA	R2M11	JUNIOR RESEARCHER	CANCER CT HI	1.00	40,093.20
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	37,823.40
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	CANCER CT HI	1.00	39,342.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	0.70	30,968.03
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	CANCER CT HI	1.00	52,756.20
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	37,905.12
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF NAT SCI	1.00	40,118.40
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	59,850.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	42,082.20
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	45,517.56
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	52,500.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	39,342.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	36,000.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF L L L	0.25	12,557.97
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	CANCER CT HI	1.00	55,981.68
FACULTY	UH AT MANOA	R2M11	JUNIOR RESEARCHER	CANCER CT HI	1.00	43,885.80
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	CANCER CT HI	1.00	57,553.68
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	52,513.44
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	40,509.48
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF NAT SCI	0.75	36,000.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	45,150.12
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER	SCH O&ES&T	1.00	58,218.84
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	42,840.12
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	CANCER CT HI	1.00	58,704.84

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FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	43,500.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	0.80	31,473.60
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	LYON ARBORTM	1.00	53,929.80
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	42,545.52
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	CANCER CT HI	1.00	40,920.72
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	48,730.56
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	39,327.12
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF NAT SCI	1.00	44,240.04
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	40,917.36
FACULTY	UH AT MANOA	R2M11	JR ENTOMOLOGIST	C OF TA & HR	0.97	38,218.39
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	52,500.00
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	SCH OF MED	1.00	49,875.12
FACULTY	UH AT MANOA	R2M11	VISITING JR RESEARCHER	SCH O&ES&T	0.75	32,526.90
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	PAC BI RS CT	0.49	18,900.03
FACULTY	UH AT MANOA	R2M11	JUNIOR RESEARCHER	PAC BI RS CT	1.00	54,499.08
FACULTY	UH AT MANOA	R2M11	JR RESEARCHER, 11-MO	C OF TA & HR	1.00	40,869.36
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	63,000.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	50,607.12
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF TA & HR	1.00	50,607.12
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	76,605.72
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	PAC BI RS CT	0.65	39,348.89
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	CANCER CT HI	1.00	68,239.56
FACULTY	UH AT MANOA	R3M11	ASSISTANT PLANT PATHOLOGIST	C OF TA & HR	1.00	49,773.24
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	INST FOR AST	1.00	82,867.20
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	0.80	71,694.62
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	47,867.04
FACULTY	UH AT MANOA	R3M11	ASST ASTRONOMER	INST FOR AST	1.00	76,407.12
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	78,153.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	56,700.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	0.80	52,500.10
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	CANCER CT HI	0.80	54,295.20
FACULTY	UH AT MANOA	R3M11	ASSISTANT RESEARCHER	C OF NAT SCI	0.05	3,829.25
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF ENGINRG	1.00	46,781.28
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF TA & HR	1.00	52,920.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	76,618.80
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF TA & HR	1.00	47,847.96
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	70,132.56
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	0.01	716.64
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	58,776.00
FACULTY	UH AT MANOA	R3M11	VISITING ASST RESEARCHER	SCH O&ES&T	1.00	58,776.00
FACULTY	UH AT MANOA	R3M11	VISITING ASSISTANT ASTRONOMER	INST FOR AST	1.00	72,768.00
FACULTY	UH AT MANOA	R3M11	ASSISTANT RESEARCHER	SCH O&ES&T	1.00	89,618.28
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	PAC BI RS CT	1.00	70,132.56

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FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	65,486.28
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	70,000.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	0.50	23,923.98
FACULTY	UH AT MANOA	R3M11	ASST ASTRONOMER	INST FOR AST	1.00	55,957.56
FACULTY	UH AT MANOA	R3M11	ASSISTANT RESEARCHER	SCH O&ES&T	1.00	76,605.72
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	50,916.60
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	48,000.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	PAC BI RS CT	1.00	60,535.32
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	CANCER CT HI	1.00	79,676.88
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	70,834.20
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	51,758.88
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	PAC BI RS CT	1.00	45,949.20
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF TA & HR	1.00	46,010.16
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	0.50	30,486.06
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	54,499.08
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	73,500.12
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	PAC BI RS CT	1.00	79,465.08
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	63,000.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	PAC BI RS CT	1.00	62,000.04
FACULTY	UH AT MANOA	R3M11	ASSISTANT ASTRONOMER, 11-MO	INST FOR AST	1.00	55,957.56
FACULTY	UH AT MANOA	R3M11	ASSISTANT ASTRONOMER	INST FOR AST	1.00	55,500.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF ENGINRG	1.00	68,107.32
FACULTY	UH AT MANOA	R3M11	ASSISTANT RESEARCHER	SCH O&ES&T	1.00	76,407.24
FACULTY	UH AT MANOA	R3M11	VISITING ASST RESEARCHER	SCH O&ES&T	0.50	22,793.82
FACULTY	UH AT MANOA	R3M11	ASSISTANT RESEARCHER	SCH O&ES&T	1.00	63,963.96
FACULTY	UH AT MANOA	R3M11	ASST ASTRONOMER	INST FOR AST	1.00	60,972.12
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF TA & HR	0.50	34,053.66
FACULTY	UH AT MANOA	R3M11	ASST ASTRONOMER	INST FOR AST	1.00	82,867.20
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	CANCER CT HI	1.00	86,944.32
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF ENGINRG	1.00	68,107.32
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF ENGINRG	1.00	60,535.32
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	70,834.20
FACULTY	UH AT MANOA	R3M11	ASSISTANT RESEARCHER	SCH OF MED	1.00	63,288.84
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	INST FOR AST	1.00	77,704.20
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	CANCER CT HI	1.00	63,288.84
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH SOC WORK	1.00	52,756.20
FACULTY	UH AT MANOA	R3M11	VISITING ASSISTANT RESEARCHER	SCH O&ES&T	1.00	45,108.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	CANCER CT HI	1.00	70,834.20
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF TA & HR	1.00	55,000.08
FACULTY	UH AT MANOA	R3M11	ASSISTANT RESEARCHER	CANCER CT HI	1.00	93,219.00
FACULTY	UH AT MANOA	R3M11	ASSISTANT RESEARCHER	SCH O&ES&T	1.00	82,867.20
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	0.80	52,500.10
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	53,550.24

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FACULTY	UH AT MANOA	R3M11	ASST ASTRONOMER, 11-MO	INST FOR AST	1.00	82,867.20
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF SOC SCI	1.00	65,468.04
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF TA & HR	1.00	36,720.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	INST FOR AST	1.00	55,957.56
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	PAC BI RS CT	1.00	65,486.28
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	CANCER CT HI	1.00	83,934.00
FACULTY	UH AT MANOA	R3M11	VISITING ASST RESEARCHER	SCH O&ES&T	1.00	60,532.92
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	45,587.64
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	50,400.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	47,867.04
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF TA & HR	0.50	28,282.02
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	INDS REL CTR	1.00	68,239.56
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	57,750.12
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF ENGINRG	1.00	65,100.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	70,686.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	82,734.12
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	68,544.12
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF TA & HR	0.70	40,735.72
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	56,700.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	61,104.60
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	47,250.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	1.00	79,676.88
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	65,711.28
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	PAC BI RS CT	1.00	61,673.88
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	0.80	56,280.10
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	C OF ENGINRG	1.00	52,248.00
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH OF MED	1.00	73,899.00
FACULTY	UH AT MANOA	R3M11	VISITING ASST RESEARCHER	SCH O&ES&T	1.00	46,010.16
FACULTY	UH AT MANOA	R3M11	ASST RESEARCHER, 11-MO	SCH O&ES&T	0.50	38,203.62
FACULTY	UH AT MANOA	R4M11	ASSOCIATE RESEARCHER	CANCER CT HI	1.00	104,854.68
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH OF MED	1.00	79,254.00
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	0.50	44,464.98
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	96,787.80
FACULTY	UH AT MANOA	R4M11	ASSOC ASTRONOMER	INST FOR AST	1.00	73,698.84
FACULTY	UH AT MANOA	R4M11	ASSOC ANI SCI	C OF TA & HR	1.00	92,371.68
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	PAC BI RS CT	0.05	3,013.75
FACULTY	UH AT MANOA	R4M11	ASSOC ASTRONOMER & ASSOC CHAIR	INST FOR AST	1.00	102,154.20
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	INST FOR AST	1.00	95,959.08
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	89,406.48
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	CANCER CT HI	1.00	85,607.28
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF SOC SCI	1.00	86,146.92
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	0.10	7,935.92
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF TA & HR	1.00	70,860.60

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FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF TA & HR	1.00	76,407.12
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	82,634.04
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF TA & HR	1.00	79,359.24
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH OF MED	1.00	122,566.68
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	96,955.44
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF TA & HR	1.00	76,407.12
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF TA & HR	1.00	82,430.28
FACULTY	UH AT MANOA	R4M11	VISITING ASSOCIATE RESEARCHER	SCH O&ES&T	0.75	67,213.71
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	100,817.28
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF NAT SCI	1.00	79,359.24
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	82,430.28
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	105,000.12
FACULTY	UH AT MANOA	R4M11	ASSOCIATE GEOPHYSICIST	SCH O&ES&T	0.50	51,811.86
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH OF MED	0.01	796.77
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF TA & HR	1.00	73,693.44
FACULTY	UH AT MANOA	R4M11	ASSOCIATE HORTICULTURIST	C OF TA & HR	1.00	70,860.60
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	PAC BI RS CT	0.58	41,099.15
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH OF NURSG	1.00	94,500.00
FACULTY	UH AT MANOA	R4M11	ASSOC ASTRONOMER	INST FOR AST	1.00	99,522.60
FACULTY	UH AT MANOA	R4M11	ASSOC ASTRONOMER	INST FOR AST	1.00	96,938.64
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	88,956.36
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	99,692.04
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF NAT SCI	1.00	70,860.60
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	99,761.40
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF NAT SCI	0.86	85,735.15
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	WATR R R CTR	0.50	39,841.20
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	89,618.28
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF TA & HR	1.00	73,574.40
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	76,526.40
FACULTY	UH AT MANOA	R4M11	VISITING ASSOCIATE RESEARCHER	PAC BI RS CT	1.00	69,999.96
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF TA & HR	1.00	82,430.28
FACULTY	UH AT MANOA	R4M11	ASSOC ASTRONOMER	INST FOR AST	1.00	89,024.76
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	110,000.04
FACULTY	UH AT MANOA	R4M11	ASSOCIATE ASTRONOMER	INST FOR AST	1.00	104,854.68
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	0.25	25,704.00
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	99,692.04
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	C OF TA & HR	1.00	76,658.76
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	CANCER CT HI	1.00	120,700.08
FACULTY	UH AT MANOA	R4M11	ASSOC ASTRONOMER	INST FOR AST	1.00	89,496.60
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH OF MED	0.40	21,951.60
FACULTY	UH AT MANOA	R4M11	ASSOC RESEARCHER, 11-MO	SCH O&ES&T	1.00	56,709.72
FACULTY	UH AT MANOA	R5M11	RESEARCHER & CHAIR	C OF TA & HR	1.00	95,880.24
FACULTY	UH AT MANOA	R5M11	PLANT PATHOLOGIST	C OF TA & HR	1.00	95,959.08

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FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	135,420.24
FACULTY	UH AT MANOA	R5M11	ASTRONOMER & ASSOC CHAIR	INST FOR AST	1.00	120,183.84
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	CANCER CT HI	1.00	146,328.00
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	113,380.32
FACULTY	UH AT MANOA	R5M11	RESEARCHER & PROF OF ANAT	PAC BI RS CT	1.00	131,727.00
FACULTY	UH AT MANOA	R5M11	IER ASTRONOMER, UHM, 11-MOS	INST FOR AST	0.40	58,531.20
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	92,596.80
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH OF MED	1.00	140,384.28
FACULTY	UH AT MANOA	R5M11	HORT & GENET	C OF TA & HR	1.00	135,618.84
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	0.50	44,749.62
FACULTY	UH AT MANOA	R5M11	RESEARCHER	CANCER CT HI	1.00	241,500.00
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF ENGINRG	1.00	206,184.00
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	116,172.84
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	88,929.96
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	132,428.52
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	132,428.52
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	115,428.72
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	152,073.00
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	PAC BI RS CT	1.00	92,455.92
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	96,064.92
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH OF MED	1.00	141,721.32
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	94,582.44
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	82,430.28
FACULTY	UH AT MANOA	R5M11	GEOPHYSICIST	SCH O&ES&T	1.00	143,799.60
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	103,635.84
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	115,158.84
FACULTY	UH AT MANOA	R5M11	IER RESEARCHER	C OF TA & HR	0.40	42,194.06
FACULTY	UH AT MANOA	R5M11	PLANETARY SCIENTIST	SCH O&ES&T	1.00	116,172.84
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	INST FOR AST	1.00	130,310.64
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	WATR R R CTR	1.00	107,833.20
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	0.25	32,577.66
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	PAC BI RS CT	0.05	5,610.00
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	CANCER CT HI	1.00	134,771.64
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	103,557.36
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	CANCER CT HI	1.00	125,386.08
FACULTY	UH AT MANOA	R5M11	RES & CHAIR	C OF TA & HR	1.00	108,630.72
FACULTY	UH AT MANOA	R5M11	IER RESEARCHER	SCH O&ES&T	0.40	39,876.82
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	0.17	21,761.88
FACULTY	UH AT MANOA	R5M11	ASTRONOMER & CHAIR	INST FOR AST	1.00	132,632.64
FACULTY	UH AT MANOA	R5M11	SOIL SCIENTIST	C OF TA & HR	1.00	92,490.84
FACULTY	UH AT MANOA	R5M11	SENIOR RESEARCH SCIENTIST	SCH O&ES&T	0.80	100,372.51
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	151,980.48
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	96,078.24

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FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	85,368.00
FACULTY	UH AT MANOA	R5M11	RESEARCHER	PAC BI RS CT	1.00	130,297.32
FACULTY	UH AT MANOA	R5M11	SCIENTIST	SCH O&ES&T	1.00	99,692.04
FACULTY	UH AT MANOA	R5M11	ASTRONOMER & ASSOC CHAIR	INST FOR AST	1.00	107,594.88
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	0.20	29,247.07
FACULTY	UH AT MANOA	R5M11	GEOPHYSICIST	SCH O&ES&T	1.00	103,557.36
FACULTY	UH AT MANOA	R5M11	GEOPHYSICIST	SCH O&ES&T	1.00	130,403.16
FACULTY	UH AT MANOA	R5M11	RESEARCHER	SCH O&ES&T	0.80	66,018.34
FACULTY	UH AT MANOA	R5M11	ASTRONOMER & CHAIR	INST FOR AST	1.00	130,310.64
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	99,692.04
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	119,945.52
FACULTY	UH AT MANOA	R5M11	PLANT PATHOLOGIST	C OF TA & HR	1.00	89,260.92
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	85,607.28
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH OF MED	1.00	82,430.28
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	110,692.44
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	132,632.64
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO, PROF OF MED	CANCER CT HI	1.00	179,885.16
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	140,953.56
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	82,430.28
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	134,102.76
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	151,980.48
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	PAC BI RS CT	1.00	138,160.44
FACULTY	UH AT MANOA	R5M11	PLANETARY SCIENTIST	SCH O&ES&T	1.00	173,818.44
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH OF MED	1.00	96,938.64
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	92,477.52
FACULTY	UH AT MANOA	R5M11	GEOPHYSICIST	SCH O&ES&T	1.00	99,692.04
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	133,875.12
FACULTY	UH AT MANOA	R5M11	HORTICULTURIST	C OF TA & HR	1.00	89,022.60
FACULTY	UH AT MANOA	R5M11	ASTRONOMER & CHAIR	INST FOR AST	1.00	140,953.56
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	CANCER CT HI	1.00	119,574.84
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	CANCER CT HI	1.00	176,244.84
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	107,833.20
FACULTY	UH AT MANOA	R5M11	PLANETARY SCIENTIST	SCH O&ES&T	1.00	129,794.28
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	116,172.84
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	88,929.96
FACULTY	UH AT MANOA	R5M11	GEOPHYSICIST	SCH O&ES&T	1.00	140,807.88
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	89,154.96
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	140,953.56
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	111,804.48
FACULTY	UH AT MANOA	R5M11	GEOPHYSICIST	SCH O&ES&T	0.93	92,215.14
FACULTY	UH AT MANOA	R5M11	VISITING RESEARCHER	SCH O&ES&T	0.25	24,000.00
FACULTY	UH AT MANOA	R5M11	AGRONOMIST	C OF TA & HR	1.00	76,407.12
FACULTY	UH AT MANOA	R5M11	GEOPHYSICIST	SCH O&ES&T	0.50	66,624.66

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FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	132,632.64
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	CANCER CT HI	1.00	123,612.36
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF SOC SCI	1.00	107,594.88
FACULTY	UH AT MANOA	R5M11	RESEARCHER	SCH O&ES&T	1.00	135,420.24
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	92,477.52
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	INDS REL CTR	1.00	99,692.04
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	152,073.00
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF NAT SCI	1.00	111,804.48
FACULTY	UH AT MANOA	R5M11	RES & CHAIR	C OF TA & HR	1.00	112,016.28
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	234,053.28
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	107,667.36
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	140,728.56
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	PAC BI RS CT	1.00	127,543.20
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	125,465.64
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	139,457.64
FACULTY	UH AT MANOA	R5M11	PLANETARY SCIENTIST	SCH O&ES&T	1.00	120,700.08
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	88,929.96
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	131,038.56
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	124,221.24
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	92,371.68
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	85,977.96
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	215,258.40
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	PAC BI RS CT	0.85	72,766.19
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	133,818.60
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	137,500.08
FACULTY	UH AT MANOA	R5M11	PLANETARY SCIENTIST	SCH O&ES&T	1.00	135,473.16
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	119,799.96
FACULTY	UH AT MANOA	R5M11	GEOCHEMIST	SCH O&ES&T	1.00	116,225.76
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	132,719.88
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	151,980.48
FACULTY	UH AT MANOA	R5M11	ASTRONOMER	INST FOR AST	1.00	133,514.04
FACULTY	UH AT MANOA	R5M11	SOIL SCIENTIST	C OF TA & HR	1.00	135,618.84
FACULTY	UH AT MANOA	R5M11	ANI SCI	C OF TA & HR	1.00	89,154.96
FACULTY	UH AT MANOA	R5M11	ANIMAL SCIENTIST	C OF TA & HR	1.00	120,819.24
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	SCH O&ES&T	1.00	103,557.36
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	111,804.48
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	96,064.92
FACULTY	UH AT MANOA	R5M11	RESEARCHER, 11-MO	C OF TA & HR	1.00	92,583.60
FACULTY	UH AT MANOA	S2M11	JUNIOR SPECIALIST	OUTREACH COLLEGE	1.00	58,721.76
FACULTY	UH AT MANOA	S2M11	ACC BAC NURS PROG COORDINATOR	SCH OF NURSG	1.00	63,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	0.75	31,561.65
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	58,224.60
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH O&ES&T	0.61	24,945.97



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FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	49,773.24
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	50,004.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	45,285.72
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	42,545.52
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	42,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	46,013.76
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	0.81	40,747.07
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	44,240.04
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	52,920.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	37,823.40
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	40,895.04
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	58,224.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	40,917.36
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	58,721.76
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	46,013.76
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	51,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	51,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	54,922.68
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	58,218.84
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	0.50	26,911.98
FACULTY	UH AT MANOA	S2M11	JR SPEC/PROJECT COORDINATOR	SCH OF NURSG	1.00	58,224.00
FACULTY	UH AT MANOA	S2M11	JR SPEC (NICE COORDINATOR)	OUTREACH COLLEGE	1.00	58,841.04
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	46,013.76
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST	C OF L L L	1.00	49,945.32
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	42,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	52,500.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	54,600.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	46,013.76
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	58,218.84
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	45,563.76
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	57,078.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	0.50	21,065.04
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	49,773.24
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF SOC SCI	1.00	60,972.12
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	58,218.84
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	42,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	47,867.04
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF NAT SCI	1.00	39,342.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	53,651.76
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SHIDLER C OF BUS	1.00	52,000.08
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	56,564.04
FACULTY	UH AT MANOA	S2M11	JUNIOR SPECIALIST	SCH OF HA&PS	1.00	39,327.12
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	45,150.12

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FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SHIDLER C OF BUS	1.00	47,250.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	43,369.20
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	42,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SHIDLER C OF BUS	1.00	74,550.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF L L L	1.00	53,214.96
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	46,993.32
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	42,543.24
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF TA & HR	0.80	45,000.00
FACULTY	UH AT MANOA	S2M11	JUNIOR SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	39,326.76
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	63,288.84
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	47,847.96
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SHIDLER C OF BUS	1.00	50,765.40
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	40,992.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	40,908.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	50,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	73,667.64
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SHIDLER C OF BUS	1.00	44,000.16
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	50,400.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	38,958.24
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	0.67	39,010.48
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CHANCELLOR UHM	1.00	45,285.72
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	53,811.36
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF L L L	1.00	55,957.56
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	53,294.52
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	0.75	37,955.34
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	48,753.96
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	58,212.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	60,972.12
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	52,752.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	56,564.04
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	55,981.68
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	49,750.08
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	54,860.40
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	47,847.96
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	37,823.40
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	55,957.56
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SHIDLER C OF BUS	1.00	48,300.12
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	42,545.52
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	WATR R R CTR	1.00	48,753.96
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	39,342.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	46,061.52
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF L L L	1.00	55,956.60
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	48,195.00

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FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	60,535.32
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	58,218.84
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	70,000.08
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF L L L	1.00	42,848.52
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	49,773.24
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	42,082.20
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	43,821.24
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	57,052.80
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	41,580.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	40,917.36
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF L L L	1.00	52,920.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	44,100.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF L L L	0.50	22,120.02
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	45,150.12
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	42,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	43,776.60
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	58,218.84
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	53,000.04
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	48,774.60
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	40,917.36
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	46,993.32
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	55,690.32
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH SOC WORK	0.75	25,008.03
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	42,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF HA&PS	0.75	26,487.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	49,773.24
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C ARTS & HUM	0.50	28,875.06
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF SOC SCI	1.00	42,082.20
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	58,218.84
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	36,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	42,000.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	42,082.20
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	41,580.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SHIDLER C OF BUS	1.00	56,564.04
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	51,408.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	45,150.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	51,759.36
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	42,540.00
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	44,236.56
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	55,981.68
FACULTY	UH AT MANOA	S2M11	JR SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	60,972.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	49,051.56
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	53,823.96

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF L L L	0.50	21,275.10
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	60,972.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SHIDLER C OF BUS	1.00	60,900.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	69,510.00
FACULTY	UH AT MANOA	S3M11	ACTING ASSISTANT SPECIALIST	C OF EDUC	1.00	53,000.04
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	69,615.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	54,000.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	49,694.88
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	55,981.68
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	54,000.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	CHANCELLOR UHM	1.00	48,908.52
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	63,288.84
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	84,309.96
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	WATR R R CTR	1.00	51,401.40
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	70,686.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	68,239.56
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	60,535.32
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	47,867.04
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	0.50	32,855.64
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	47,250.00
FACULTY	UH AT MANOA	S3M11	ASSISTANT SPECIALIST	SCH OF HA&PS	1.00	52,416.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	56,564.04
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	57,702.60
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	60,972.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	55,981.68
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	52,756.20
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	65,817.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	55,452.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	70,834.20
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	0.50	22,554.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	61,089.36
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	54,600.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	0.50	35,430.30
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	84,000.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	65,498.52
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	54,221.04
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	50,607.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C ARTS & HUM	0.50	26,905.68
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	0.50	31,644.42
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	65,711.28
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	59,716.80
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF ENGINRG	1.00	65,592.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	55,981.68

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FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	CANCER CT HI	1.00	70,834.20
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	66,849.72
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	70,834.20
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	79,676.88
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	PAC BI RS CT	1.00	58,218.84
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF LAW	0.50	30,000.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	54,351.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	66,754.80
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	62,376.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF NAT SCI	1.00	64,260.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF LAW	1.00	54,499.08
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	55,918.56
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	56,709.72
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF MED	0.80	58,859.52
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	111,915.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	54,499.08
FACULTY	UH AT MANOA	S3M11	DIR OF COMMUNITY PARTNERSHIPS	SCH OF NURSG	1.00	78,750.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH SOC WORK	0.50	35,264.88
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF NURSG	1.00	89,611.20
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF ENGINRG	1.00	63,434.40
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF NURSG	1.00	70,834.20
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	68,239.56
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	57,305.40
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	64,000.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST	CL A&S DEANS	1.00	52,301.64
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	47,867.04
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	54,770.16
FACULTY	UH AT MANOA	S3M11	IER ASST SPECIALIST, UHM,11-MO	CL A&S DEANS	0.40	26,496.29
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	CANCER CT HI	1.00	82,000.08
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	61,091.40
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	PAC BI RS CT	1.00	63,000.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	0.75	64,632.42
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST & COORDINATOR	STUDENT AFFAIRS	1.00	56,571.48
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	60,900.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF NAT SCI	1.00	66,862.92
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	67,035.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	0.50	28,282.02
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	68,107.32
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF LAW	1.00	72,000.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	WATR R R CTR	0.88	45,233.23
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	59,357.16
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	60,535.32
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	50,607.12

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FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	52,797.24
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	54,498.48
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF NURSG	1.00	70,834.20
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	68,107.32
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	60,000.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	52,513.44
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH OF TIM	1.00	63,504.00
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	55,692.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	52,654.32
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	68,553.48
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	SCH SOC WORK	0.75	51,080.49
FACULTY	UH AT MANOA	S3M11	ASSISTANT SPECIALIST	LAB ANML SV	1.00	62,949.12
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	63,288.84
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	62,957.76
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST	CHANCELLOR UHM	1.00	50,752.80
FACULTY	UH AT MANOA	S3M11	ASST SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	60,900.12
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	79,359.24
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	87,437.88
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	INST FOR AST	1.00	96,000.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	68,107.32
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	86,176.56
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	73,574.40
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	0.49	43,912.96
FACULTY	UH AT MANOA	S4M11	ASSOC SPEC/DIRECTOR-OIA	SCH OF NURSG	1.00	89,539.44
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	PAC BI RS CT	1.00	74,434.80
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	0.25	19,101.78
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	111,195.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	103,623.72
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	89,618.28
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	73,574.40
FACULTY	UH AT MANOA	S4M11	ASSOCIATE SPECIALIST	C OF ENGINRG	1.00	96,390.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST & DIRECTOR	STUDENT AFFAIRS	1.00	79,465.08
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	89,618.28
FACULTY	UH AT MANOA	S4M11	ASSOC SPEC IN PLANT PATH	C OF TA & HR	1.00	85,607.28
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	103,887.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	122,672.52
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	CANCER CT HI	1.00	92,371.68
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	75,850.80
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	WATR R R CTR	0.60	44,144.64
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	73,574.40
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	70,968.24
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	69,795.96
FACULTY	UH AT MANOA	S4M11	INTERIM DIRECTOR, OSS	SCH OF NURSG	1.00	91,403.40

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FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	INST FOR AST	1.00	96,938.64
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	PAC BI RS CT	1.00	65,711.28
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	CHANCELLOR UHM	1.00	63,288.84
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	76,407.12
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF LAW	1.00	52,479.12
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	68,239.56
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	LAB ANML SV	1.00	88,929.96
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	79,359.24
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF TIM	1.00	78,750.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	65,803.92
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	CHANCELLOR UHM	1.00	85,607.28
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	91,035.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF LAW	1.00	39,999.96
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	70,860.60
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	80,295.24
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	73,655.04
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH SOC WORK	1.00	80,436.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	123,096.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	INST FOR AST	1.00	111,844.20
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	72,000.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	98,566.92
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	88,824.12
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	C OF SOC SCI	1.00	71,369.28
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	58,859.04
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	82,430.28
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF LAW	1.00	39,999.96
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	79,465.08
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	70,860.60
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	64,175.76
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	79,557.12
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	CANCER CT HI	1.00	71,400.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	70,860.60
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	77,112.00
FACULTY	UH AT MANOA	S4M11	ASST FACULTY SPECIALIST	CHANCELLOR UHM	0.93	48,750.56
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	CANCER CT HI	1.00	113,424.00
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST	SCH O&ES&T	1.00	85,713.24
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	70,834.20
FACULTY	UH AT MANOA	S4M11	ASSOC SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	65,000.04
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF EDUC	0.50	38,292.54
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	88,929.96
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	85,607.28
FACULTY	UH AT MANOA	S5M11	IER SPECIALIST	C OF TA & HR	0.40	35,571.98
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	75,171.36

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	85,607.28
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	85,607.28
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	89,035.92
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	89,496.60
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	79,081.08
FACULTY	UH AT MANOA	S5M11	SPECIALIST	PAC BI RS CT	1.00	88,929.96
FACULTY	UH AT MANOA	S5M11	SPECIALIST & CHAIR	C OF TA & HR	1.00	70,968.12
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	89,024.76
FACULTY	UH AT MANOA	S5M11	SPECIALIST (UNIV PHYSICIAN)	STUDENT AFFAIRS	0.50	54,504.48
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	CANCER CT HI	1.00	92,729.04
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	92,371.68
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	79,359.24
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	92,371.68
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	85,707.96
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	0.50	54,532.08
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF L L L	1.00	89,049.12
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	88,929.96
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF SOC SCI	1.00	97,362.24
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C ARTS & HUM	1.00	76,526.40
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH OF MED	1.00	92,451.12
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	85,726.44
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	130,000.08
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	75,528.84
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	89,154.96
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	CL A&S DEANS	1.00	160,650.00
FACULTY	UH AT MANOA	S5M11	SPECIALIST IN HORT	C OF TA & HR	1.00	82,430.28
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	107,806.68
FACULTY	UH AT MANOA	S5M11	IER SPECIALIST	STUDENT AFFAIRS	0.40	35,571.98
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	99,903.84
FACULTY	UH AT MANOA	S5M11	SPCLT & DIR OF MOP, BIOLOGY	C OF NAT SCI	1.00	85,607.28
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SHIDLER C OF BUS	1.00	91,782.48
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	89,496.60
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	INST FOR AST	1.00	152,073.00
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	CHANCELLOR UHM	1.00	99,692.04
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF SOC SCI	1.00	104,682.72
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	PAC BI RS CT	1.00	76,407.12
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	0.50	54,532.08
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	0.50	54,504.48
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	85,726.44
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	107,594.88
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH OF HA&PS	1.00	82,430.28
FACULTY	UH AT MANOA	S5M11	SPECIALIST & DIRECTOR	STUDENT AFFAIRS	1.00	125,465.64
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	76,407.12



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FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF SOC SCI	1.00	111,857.40
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	0.50	52,324.68
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	1.00	103,557.36
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	CHANCELLOR UHM	1.00	93,086.52
FACULTY	UH AT MANOA	S5M11	SPECIALIST	INST FOR AST	1.00	104,364.96
FACULTY	UH AT MANOA	S5M11	SPECIALIST	C OF TA & HR	1.00	92,371.68
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	OUTREACH COLLEGE	1.00	68,351.88
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH O&ES&T	0.40	41,422.94
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	82,522.92
FACULTY	UH AT MANOA	S5M11	SPECIALIST AND DIRECTOR	STUDENT AFFAIRS	1.00	85,607.28
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	76,407.12
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	SCH O&ES&T	1.00	109,064.16
FACULTY	UH AT MANOA	S5M11	SPECIALIST & ASSOC CHAIR	INST FOR AST	1.00	118,621.80
FACULTY	UH AT MANOA	S5M11	SPECIALIST	C OF EDUC	1.00	91,259.76
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	0.50	52,324.68
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	STUDENT AFFAIRS	0.50	50,192.10
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF EDUC	1.00	84,210.00
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	83,318.76
FACULTY	UH AT MANOA	S5M11	SPECIALIST, UHM, 11-MO	C OF TA & HR	1.00	116,172.84
FACULTY	UH AT MANOA	S5M11	SPECIALIST & CHAIR	C OF TA & HR	1.00	82,519.80
FACULTY	UH AT HILO	B2H11	LIBRARIAN II,UHH&WO 11-MO	LIB SERV UHH	1.00	34,977.60
FACULTY	UH AT HILO	B2H11	LIBRARIAN II,UHH&WO 11-MO	LIB SERV UHH	1.00	41,712.00
FACULTY	UH AT HILO	B2H11	LIBRARIAN II,UHH&WO 11-MO	LIB SERV UHH	1.00	40,895.04
FACULTY	UH AT HILO	B2H11	LIBRARIAN II,UHH&WO 11-MO	LIB SERV UHH	1.00	34,977.60
FACULTY	UH AT HILO	B2H11	LIBRARIAN II,UHH&WO 11-MO	LIB SERV UHH	1.00	51,742.20
FACULTY	UH AT HILO	B2H11	LIBRARIAN II,UHH&WO 11-MO	LIB SERV UHH	1.00	38,948.00
FACULTY	UH AT HILO	B2H11	LIBRARIAN II,UHH&WO 11-MO	LIB SERV UHH	1.00	53,832.00
FACULTY	UH AT HILO	B3H11	LIBRARIAN III, UHH&WO, 11-MO	LIB SERV UHH	1.00	47,164.44
FACULTY	UH AT HILO	B3H11	LIBRARIAN III, UHH&WO, 11-MO	LIB SERV UHH	1.00	56,736.12
FACULTY	UH AT HILO	B4H11	LIBRARIAN IV, UHH&WO, 11-MO	LIB SERV UHH	1.00	63,576.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	39,900.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	40,573.08
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	46,993.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	43,670.76
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	46,993.32
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	41,340.84
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	37,819.68
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	40,890.84
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	37,800.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	34,960.44
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	45,108.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	48,753.96

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FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	39,103.68
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	42,466.20
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	37,800.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	40,573.08
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	CE&CS UHH	1.00	46,432.32
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	39,342.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	37,700.64
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	37,823.04
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	46,993.32
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	37,078.20
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	CE&CS UHH	1.00	32,760.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	45,108.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	44,000.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	37,000.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	40,917.36
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	42,810.24
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	40,573.08
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	58,000.00
FACULTY	UH AT HILO	I2H09	INSTRUCTOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	39,342.00
FACULTY	UH AT HILO	I2H11	INSTRUCTOR, UHH&WO 11-MO	C OF A&S UHH	1.00	43,670.76
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	49,750.08
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	47,847.96
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	49,773.24
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	51,408.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	47,847.96
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	50,607.12
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	65,000.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	50,607.12
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	49,773.24
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	47,867.04
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	70,814.52
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	51,758.88
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	62,949.12
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	90,316.80
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	49,350.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	49,350.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	65,000.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	48,825.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	53,823.96
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	92,040.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	46,993.32
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	64,917.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	55,980.00

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FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	47,000.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF AGR UHH	1.00	55,650.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	90,606.60
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	49,750.08
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	47,000.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	50,400.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	55,125.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	46,010.16
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	45,285.72
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	46,010.16
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	49,750.08
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	60,908.40
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	46,053.48
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	46,010.16
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	45,000.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	49,750.08
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	50,925.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	51,345.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	51,742.20
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	42,000.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	44,000.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	62,949.12
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	50,925.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	60,535.32
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	51,758.88
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	55,980.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	47,864.88
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	40,000.00
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	42,187.50
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	49,750.08
FACULTY	UH AT HILO	I3H09	ASST PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	50,400.00
FACULTY	UH AT HILO	I3H11	ASST PROF, UHH&WO 11-MO	C OF A&S UHH	1.00	62,949.12
FACULTY	UH AT HILO	I3H11	ASST PROF, UHH&WO 11-MO	C OF A&S UHH	1.00	65,498.52
FACULTY	UH AT HILO	I3H11	ASST PROF, UHH&WO 11-MO	C OF AGR UHH	1.00	58,000.00
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	56,564.04
FACULTY	UH AT HILO	I4H09	ASSOC PROF&CHAIR, UHH&WO, 9-MO	C OF A&S UHH	1.00	61,965.00
FACULTY	UH AT HILO	I4H09	ASSOC PROF & CHAIR,UHH&WO,9-MO	C OF A&S UHH	1.00	59,132.16
FACULTY	UH AT HILO	I4H09	ASSOC PROF & CHAIR, UHH&WO,9MO	C OF A&S UHH	1.00	70,834.20
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	53,755.08
FACULTY	UH AT HILO	I4H09	ASSOC PROF & CHAIR,UHH&WO,9-MO	C OF A&S UHH	1.00	51,910.80
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	92,451.12
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	55,756.68
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	86,944.32

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	50,323.92
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	84,680.64
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	60,000.00
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	68,239.56
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	58,158.48
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	52,659.00
FACULTY	UH AT HILO	I4H09	ASSOC PROF&CHAIR, UHH&WO, 9MO	C OF A&S UHH	1.00	54,644.64
FACULTY	UH AT HILO	I4H09	ASSOC PROF & CHAIR,UHH&WO,9-MO	C OF A&S UHH	1.00	60,972.12
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	60,460.20
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	55,928.16
FACULTY	UH AT HILO	I4H09	ASSOC PROF&CHAIR,UHH&WO,9-MO	C OF A&S UHH	1.00	58,721.76
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	70,000.00
FACULTY	UH AT HILO	I4H09	ASSOC PROFESSOR, UHH&WO,9-MO	C OF A&S UHH	1.00	56,564.04
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	103,464.72
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	57,490.80
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	54,655.80
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	50,000.00
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	54,657.96
FACULTY	UH AT HILO	I4H09	ASSOC PROF & CHAIR UHH&WO,9-MO	C OF A&S UHH	1.00	56,497.92
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	63,505.44
FACULTY	UH AT HILO	I4H09	ASSOC PROF & CHAIR,UHH&WO,9MO	C OF A&S UHH	1.00	70,860.60
FACULTY	UH AT HILO	I4H09	ASSOC PROF&CHAIR, UHH&WO, 9-MO	C OF A&S UHH	1.00	56,537.64
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	58,721.76
FACULTY	UH AT HILO	I4H09	ASSOC PROF&CHAIR, UHH&WO, 9-MO	C OF A&S UHH	1.00	54,499.08
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	0.75	57,006.36
FACULTY	UH AT HILO	I4H09	ASSOC. PROF.&CHAIR,UHH&WO,9-MO	C OF A&S UHH	1.00	59,829.00
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	54,655.80
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	52,153.92
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	60,972.12
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	63,407.88
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	59,727.96
FACULTY	UH AT HILO	I4H09	ASSOC PROF & CHAIR, 9-MO	C OF A&S UHH	1.00	47,867.04
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	55,452.12
FACULTY	UH AT HILO	I4H09	ASSOC PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	51,970.68
FACULTY	UH AT HILO	I4H11	ASSOC PROF, UHH&WO, 11-MO	C OF AGR UHH	1.00	65,711.28
FACULTY	UH AT HILO	I4H11	ASSOC PROF& CHR, UHH&WO, 11-MO	C OF A&S UHH	1.00	79,964.28
FACULTY	UH AT HILO	I4H11	ASSOC PROF, UHH&WO, 11-MO	C OF AGR UHH	0.01	828.67
FACULTY	UH AT HILO	I4H11	ASSOC PROF, UHH&WO, 11-MO	C OF A&S UHH	1.00	65,711.28
FACULTY	UH AT HILO	I4H11	ASSOC PROF, UHH&WO, 11-MO	C OF AGR UHH	1.00	63,421.20
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO,9-MO	C OF A&S UHH	1.00	75,705.60
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO,9-MO	C OF A&S UHH	1.00	85,077.84
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR,UHH&WO, 9MO	C OF A&S UHH	1.00	69,470.76
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	68,239.56

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	83,648.16
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	72,872.76
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR, UHH&WO, 9-MO	C OF A&S UHH	1.00	81,887.52
FACULTY	UH AT HILO	I5H09	PROF, UHH&WO, 9-MO	C OF A&S UHH	1.00	68,239.56
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	79,359.24
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR, UHH&WO, 9MO	C OF A&S UHH	1.00	70,860.60
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	88,929.96
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR, UHH&WO,9-MO	C OF A&S UHH	1.00	93,880.80
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	62,971.08
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR,UHH&WO,9MO	C OF A&S UHH	1.00	76,846.56
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO,9MO	C OF A&S UHH	1.00	72,091.80
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	73,574.40
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	0.40	40,676.40
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR, UHH&WO, 9MO	C OF A&S UHH	1.00	103,623.72
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	71,178.36
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	102,140.16
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO,9-MO	C OF A&S UHH	1.00	66,823.20
FACULTY	UH AT HILO	I5H09	PROFESSOR&CHAIR, UHH&WO, 9-MO	C OF A&S UHH	1.00	80,749.08
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	63,288.84
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	61,089.24
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	63,448.20
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	0.75	46,717.65
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR,UHH&WO,9-MO	C OF A&S UHH	1.00	61,089.36
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR, UHH&WO,9-MO	C OF A&S UHH	1.00	73,203.72
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	64,108.20
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR, UHH&WO,9-MO	C OF A&S UHH	1.00	62,061.48
FACULTY	UH AT HILO	I5H09	PROFESSOR & CHAIR, UHH&WO,9-MO	C OF A&S UHH	1.00	78,300.24
FACULTY	UH AT HILO	I5H09	PROFESSOR&DIRECT,UHH&WO,9-MO	C OF A&S UHH	1.00	73,084.56
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO,9-MO	C OF A&S UHH	1.00	85,607.28
FACULTY	UH AT HILO	I5H09	PROFESSOR& CHAIR,UHH&WO,9-MO	C OF A&S UHH	1.00	56,714.52
FACULTY	UH AT HILO	I5H09	PROF,UHH&WO, 9-MO	C OF A&S UHH	1.00	57,324.96
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	66,122.88
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	65,141.40
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	88,929.96
FACULTY	UH AT HILO	I5H09	PROFESSOR, UHH&WO, 9-MO	C OF A&S UHH	1.00	68,239.56
FACULTY	UH AT HILO	I5H11	PROFESSOR&CHAIR,UHH&WO,11-MO	C OF A&S UHH	1.00	103,025.76
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF A&S UHH	1.00	76,882.20
FACULTY	UH AT HILO	I5H11	PROF, DIRECTOR, UHH&WO, 11-MO	C OF A&S UHH	1.00	98,193.60
FACULTY	UH AT HILO	I5H11	PROF. & DIRECTOR, UHH&WO,11-MO	C OF A&S UHH	1.00	100,812.00
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF AGR UHH	1.00	89,869.80
FACULTY	UH AT HILO	I5H11	PROFESSOR & CHR,UHH&WO,11-MO	C OF A&S UHH	1.00	90,697.44
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF AGR UHH	1.00	84,442.44
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF A&S UHH	1.00	87,381.12

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FACULTY	UH AT HILO	I5H11	PROF, UHH& WO, 11-MO	C OF A&S UHH	1.00	81,834.60
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF AGR UHH	1.00	96,016.44
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF AGR UHH	1.00	69,852.96
FACULTY	UH AT HILO	I5H11	PROFESSOR & CHAIR,UHH&WO,11-MO	C OF A&S UHH	1.00	96,443.40
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF AGR UHH	1.00	89,869.80
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF AGR UHH	1.00	90,039.24
FACULTY	UH AT HILO	I5H11	PROF & DIRECTOR,UHH&WO, 11-MO	C OF A&S UHH	1.00	77,519.16
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF A&S UHH	1.00	84,429.24
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF AGR UHH	1.00	97,059.48
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF AGR UHH	1.00	86,864.88
FACULTY	UH AT HILO	I5H11	PROFESSOR, UHH&WO, 11-MO	C OF AGR UHH	1.00	85,726.44
FACULTY	UH AT HILO	I5H11	PROF, & CHAIR, UHH&WO,11-MO	C OF A&S UHH	1.00	86,719.20
FACULTY	UH AT HILO	S2H11	JR SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	44,982.00
FACULTY	UH AT HILO	S2H11	JR SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	36,363.60
FACULTY	UH AT HILO	S2H11	JR SPECIALIST, UHH&WO, 11-MO	UH AT HILO	1.00	42,008.40
FACULTY	UH AT HILO	S2H11	JR SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	0.75	33,177.42
FACULTY	UH AT HILO	S2H11	JR SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	44,335.00
FACULTY	UH AT HILO	S2H11	JR SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	49,773.24
FACULTY	UH AT HILO	S2H11	JR SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	39,413.89
FACULTY	UH AT HILO	S2H11	JR SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	45,775.56
FACULTY	UH AT HILO	S2H11	JR SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	56,523.60
FACULTY	UH AT HILO	S3H11	ASST SPECIALIST, UHH&WO, 11-MO	C OF A&S UHH	1.00	65,486.28
FACULTY	UH AT HILO	S3H11	ASST SPECIALIST, UHH&WO, 11-MO	ACADEMIC AFF UHH	1.00	60,535.32
FACULTY	UH AT HILO	S3H11	ASST SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	63,288.84
FACULTY	UH AT HILO	S3H11	ASST SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	65,678.52
FACULTY	UH AT HILO	S3H11	ASST SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	58,721.76
FACULTY	UH AT HILO	S3H11	ASST SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	65,711.28
FACULTY	UH AT HILO	S4H11	ASSC SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	66,579.00
FACULTY	UH AT HILO	S5H11	SPECIALIST, UHH&WO, 11-MO	UH AT HILO	1.00	95,001.96
FACULTY	UH AT HILO	S5H11	SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	70,968.12
FACULTY	UH AT HILO	S5H11	SPECIALIST, UHH&WO, 11-MO	STUDENT SERV UHH	1.00	79,359.24
FACULTY	UH WEST OAHU	B2H11	LIBRARIAN II,UHH&WO 11-MO	UH AT WEST OAHU	1.00	36,363.60
FACULTY	UH WEST OAHU	B5H11	LIBRARIAN V, UHH&WO, 11-MO	UH AT WEST OAHU	1.00	79,465.08
FACULTY	UH WEST OAHU	I2H09	INSTRUCTOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	43,670.76
FACULTY	UH WEST OAHU	I2H09	INSTRUCTOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	42,366.24
FACULTY	UH WEST OAHU	I2H09	INSTRUCTOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	39,584.16
FACULTY	UH WEST OAHU	I2H09	INSTRUCTOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	39,584.16
FACULTY	UH WEST OAHU	I3H09	ASST PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	58,913.52
FACULTY	UH WEST OAHU	I3H09	ASST PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	44,236.56
FACULTY	UH WEST OAHU	I3H09	ASST PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	55,980.00
FACULTY	UH WEST OAHU	I3H09	ASST PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	52,008.00

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FACULTY	UH WEST OAHU	I3H09	ASST PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	49,750.08
FACULTY	UH WEST OAHU	I3H09	ASST PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	54,504.00
FACULTY	UH WEST OAHU	I3H09	ASST PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	55,980.00
FACULTY	UH WEST OAHU	I4H09	ASSOC PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	67,140.00
FACULTY	UH WEST OAHU	I4H09	ASSOC PROF & DIV CHAIR-HUMANIT	UH AT WEST OAHU	1.00	55,981.68
FACULTY	UH WEST OAHU	I4H09	ASSOC PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	65,004.00
FACULTY	UH WEST OAHU	I4H09	ASSOC PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	54,655.80
FACULTY	UH WEST OAHU	I4H09	ASSOC PROF, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	50,858.76
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	80,118.00
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	70,860.60
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	63,765.36
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	66,757.08
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	63,419.64
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	70,026.60
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	71,840.28
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	63,765.36
FACULTY	UH WEST OAHU	I5H09	PROF & DIV CHAIR-SOC SCIENCES	UH AT WEST OAHU	1.00	66,386.40
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	0.50	35,430.30
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	65,711.28
FACULTY	UH WEST OAHU	I5H09	PROF & DIV CHAIR-PROF STUDIES	UH AT WEST OAHU	1.00	77,280.84
FACULTY	UH WEST OAHU	I5H09	PROFESSOR, UHH&WO, 9-MO	UH AT WEST OAHU	1.00	73,349.40
FACULTY	UH WEST OAHU	S3H11	ASST SPECIALIST, UHH&WO, 11-MO	UH AT WEST OAHU	1.00	63,288.84
FACULTY	UH WEST OAHU	S4H11	ASSC SPECIALIST, UHH&WO, 11-MO	UH AT WEST OAHU	1.00	63,765.36
FACULTY	UH WEST OAHU	S4H11	ASSC SPECIALIST, UHH&WO, 11-MO	UH AT WEST OAHU	1.00	59,544.72
FACULTY	UH WEST OAHU	S5H11	SPECIALIST, UHH&WO, 11-MO	UH AT WEST OAHU	1.00	85,707.96
FACULTY	UH WEST OAHU	S5H11	SPEC & DIRECTOR	UH AT WEST OAHU	1.00	82,430.28
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	43,668.00
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	46,993.32
FACULTY	HONOLULU COMM COLL	C2C09	ACTING INSTRUCTOR,CC,9-MO	HONOLULU CC	1.00	40,572.00
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	42,082.20
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	42,082.20
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	42,072.00
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	45,288.00
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	42,082.20
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	45,285.72
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	42,814.44
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	47,004.00
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	48,744.00
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	46,530.00
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	45,288.00
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	50,611.20
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	44,967.96

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FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	42,077.76
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	42,077.76
FACULTY	HONOLULU COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HONOLULU CC	1.00	43,668.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,504.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	49,243.68
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	48,744.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	47,004.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	48,747.60
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	46,998.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	48,744.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	50,611.20
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,504.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	47,004.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,504.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC (COUNSELOR)	HONOLULU CC	1.00	50,607.12
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	0.50	25,308.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	48,277.44
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,504.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	52,512.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR,CCSPL PROJ MGR	HONOLULU CC	1.00	56,564.04
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	50,616.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	52,512.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	47,004.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,504.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,504.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,504.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,499.08
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	48,744.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,504.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	54,504.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	47,004.00
FACULTY	HONOLULU COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HONOLULU CC	1.00	47,004.00
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	50,752.80
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	50,752.80
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	54,499.08
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	62,714.16
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	47,164.44
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	85,647.00
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	47,152.20
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	56,564.04
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	49,723.56
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	50,752.80
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF,CC,9-MO	HONOLULU CC	1.00	46,864.20



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FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	79,412.16
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	53,040.24
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	76,446.96
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	73,600.92
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	54,499.08
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	50,752.80
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	56,714.52
FACULTY	HONOLULU COMM COLL	C3C09	ASST PROF, CC, 9-MO	HONOLULU CC	1.00	58,721.76
FACULTY	HONOLULU COMM COLL	C3C11	ASST PROF, CC, 11-MO	HONOLULU CC	1.00	63,288.84
FACULTY	HONOLULU COMM COLL	C3C11	ASST PROF, CC, 11-MO	HONOLULU CC	1.00	65,850.00
FACULTY	HONOLULU COMM COLL	C3C11	ASST PROF, CC, 11-MO	HONOLULU CC	1.00	52,511.28
FACULTY	HONOLULU COMM COLL	C3C11	ASST PROF, CC, 11-MO	HONOLULU CC	1.00	66,532.08
FACULTY	HONOLULU COMM COLL	C3C11	ASST PROF, CC, 11-MO	HONOLULU CC	1.00	60,016.92
FACULTY	HONOLULU COMM COLL	C3C11	ASST PROF, CC, 11-MO	HONOLULU CC	1.00	60,488.64
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	56,709.72
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	67,279.56
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF,CC,9-MO&CO-DIVCHR	HONOLULU CC	1.00	56,714.52
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	58,721.76
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	58,854.24
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	56,871.84
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	52,654.32
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	61,078.08
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	58,721.76
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	58,859.04
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	58,854.24
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	65,711.28
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	65,420.04
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	60,972.12
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF,CC, 9-MO	HONOLULU CC	1.00	58,721.76
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	58,986.48
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	56,564.04
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF,CC,9-MO&CODIVCHR	HONOLULU CC	1.00	63,288.84
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	52,654.32
FACULTY	HONOLULU COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HONOLULU CC	1.00	65,711.28
FACULTY	HONOLULU COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HONOLULU CC	1.00	65,711.28
FACULTY	HONOLULU COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HONOLULU CC	1.00	76,529.52
FACULTY	HONOLULU COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HONOLULU CC	1.00	61,091.40
FACULTY	HONOLULU COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HONOLULU CC	1.00	85,707.96
FACULTY	HONOLULU COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HONOLULU CC	1.00	68,239.56
FACULTY	HONOLULU COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HONOLULU CC	1.00	76,586.76
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	0.50	38,547.72
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	68,239.56
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	76,404.00

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	67,087.92
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,711.28
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	63,778.56
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,850.00
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	70,239.12
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	62,331.48
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	63,419.64
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	70,662.12
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,849.88
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	68,544.12
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	75,798.36
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,621.16
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR,CC,9-MO	HONOLULU CC	1.00	65,711.28
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	62,785.80
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	58,859.04
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	76,407.12
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	63,196.08
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	70,182.00
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,849.88
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	92,627.52
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	70,968.24
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,486.28
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,830.32
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	69,629.64
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	72,025.68
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR,CC,9-MO & DIV CHAIR	HONOLULU CC	1.00	87,301.80
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR,CC,9-MO & CO-DIV CHR	HONOLULU CC	1.00	67,551.24
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	62,418.84
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,849.88
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	69,652.80
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR,CC,9-MO & DIV CHAIR	HONOLULU CC	1.00	65,335.32
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	60,045.72
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	67,022.28
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	68,239.56
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	67,865.88
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	58,854.24
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	63,288.84
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,711.28
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	68,239.56
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	70,860.60
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	65,849.88
FACULTY	HONOLULU COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HONOLULU CC	1.00	70,860.60
FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	81,000.60

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FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	76,529.52
FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	80,285.76
FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	74,276.04
FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	68,358.84
FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	69,139.68
FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	68,352.00
FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	68,345.52
FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	74,209.68
FACULTY	HONOLULU COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HONOLULU CC	1.00	95,959.08
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	42,077.40
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	60,972.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	42,082.20
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	50,607.12
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	45,284.40
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	51,773.28
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	60,972.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	46,993.32
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	48,749.40
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	40,573.80
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	42,082.20
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	56,564.04
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	47,004.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	40,572.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	48,747.60
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	50,614.20
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	58,716.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	54,194.64
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	43,671.60
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	63,276.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	43,671.12
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	42,077.40
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	45,284.40
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	60,972.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	42,071.40
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	0.50	21,835.38
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	40,573.08
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	48,749.40
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	42,077.40
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	40,572.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	40,572.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	48,749.40
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	45,285.72

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FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	40,572.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	40,573.80
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	45,288.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	60,972.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	0.50	31,638.06
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	40,572.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	40,573.08
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	42,751.08
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	0.67	30,190.63
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	60,972.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	48,753.96
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	45,288.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	55,981.80
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	48,753.96
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	54,507.60
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	43,776.60
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	36,420.00
FACULTY	KAPIOLANI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAPIOLANI CC	1.00	45,285.72
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	52,516.80
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	56,564.04
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	58,716.00
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	63,277.20
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR (COUNSELOR), CC	KAPIOLANI CC	1.00	48,753.96
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	52,513.32
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC (COUNS)	KAPIOLANI CC	1.00	54,499.08
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR (COUNSELOR)	KAPIOLANI CC	1.00	54,507.60
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	54,499.08
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	52,984.32
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	0.50	31,638.60
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR (COUNSELOR), 11-MO	KAPIOLANI CC	1.00	61,303.20
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	52,513.44
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	50,713.08
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTR(COUNSELOR-JOB PLACEMENT)	KAPIOLANI CC	1.00	56,564.04
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	54,507.60
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC	KAPIOLANI CC	1.00	54,504.00
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR (COUNSELOR)	KAPIOLANI CC	1.00	54,505.32
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	48,749.40
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	46,998.00
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	58,721.76
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR (LIBRARIAN), 11-MO	KAPIOLANI CC	1.00	50,611.20
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	48,744.00
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	0.50	38,203.56
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	52,516.80

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FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	46,993.32
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	48,753.96
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	0.67	42,399.74
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR (GALLAUDET URC DIR)	KAPIOLANI CC	0.75	39,385.08
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR (COUNSELOR)	KAPIOLANI CC	1.00	60,972.12
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	46,999.80
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	73,584.00
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	52,516.80
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	58,721.76
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	52,512.00
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAPIOLANI CC	1.00	46,993.32
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR (COUNSELOR)	KAPIOLANI CC	1.00	54,505.32
FACULTY	KAPIOLANI COMM COLL	C2C11	INSTRUCTOR,CC,11MO (COUNSELOR)	KAPIOLANI CC	1.00	48,744.00
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	50,852.88
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC	KAPIOLANI CC	1.00	56,643.60
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	68,338.08
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	47,164.44
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC	KAPIOLANI CC	1.00	45,444.60
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	50,752.80
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC	KAPIOLANI CC	1.00	58,880.64
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	45,577.44
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	43,819.08
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	47,393.16
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	55,319.76
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	48,912.84
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	45,448.80
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	50,752.80
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	50,752.80
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	52,513.44
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	48,753.96
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	50,752.80
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	50,752.80
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	52,725.24
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	48,150.72
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	49,302.72
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	65,849.76
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	48,912.84
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	0.90	47,487.36
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	54,041.04
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	68,338.08
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	66,007.20
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	0.50	24,454.26
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	56,709.72

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FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	50,752.80
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	52,513.44
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	45,448.80
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	48,894.36
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	1.00	63,288.84
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC	KAPIOLANI CC	0.80	47,050.08
FACULTY	KAPIOLANI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAPIOLANI CC	0.50	23,933.52
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC (COUNSELOR)	KAPIOLANI CC	1.00	65,711.28
FACULTY	KAPIOLANI COMM COLL	C3C11	ACTING ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	52,512.00
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	58,068.72
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	61,618.20
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF (COUNSELOR),CC,11-MO	KAPIOLANI CC	1.00	52,654.32
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	63,965.29
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	53,175.12
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF CC 11-MO (COUNSELOR)	KAPIOLANI CC	1.00	54,644.64
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	65,978.76
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	61,089.24
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	52,659.00
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	69,038.16
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	50,752.80
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	73,698.84
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	52,513.44
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC (COUNSELOR)	KAPIOLANI CC	1.00	58,721.76
FACULTY	KAPIOLANI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAPIOLANI CC	1.00	63,288.84
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	61,861.32
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	52,825.92
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	60,660.36
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	52,654.32
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	66,002.40
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	73,698.84
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	56,881.80
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	56,714.52
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	54,221.04
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	59,016.24
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	52,825.92
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	65,711.28
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	56,871.72
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	56,871.72
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	56,564.04
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	63,407.88
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	57,400.68
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	59,343.96
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	59,287.92

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FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	1.00	56,714.52
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC	KAPIOLANI CC	1.00	54,499.08
FACULTY	KAPIOLANI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAPIOLANI CC	0.75	44,875.35
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, 11-MO & DEPT CHAIR	KAPIOLANI CC	1.00	71,376.96
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAPIOLANI CC	1.00	85,828.44
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAPIOLANI CC	1.00	85,828.44
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAPIOLANI CC	1.00	76,114.92
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAPIOLANI CC	0.50	31,709.82
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAPIOLANI CC	1.00	85,828.44
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC (COUNSELOR)	KAPIOLANI CC	0.50	32,921.76
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAPIOLANI CC	0.50	30,545.70
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC & DEPT CHAIR	KAPIOLANI CC	1.00	85,828.44
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAPIOLANI CC	1.00	58,859.04
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF CC 11MO (COUNSELOR)	KAPIOLANI CC	1.00	71,548.92
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, (LIBRARIAN) 11 MO	KAPIOLANI CC	1.00	73,698.84
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC, 11MO (LIBRARIAN)	KAPIOLANI CC	1.00	68,351.88
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF CC 11-MO (LIBRARIAN)	KAPIOLANI CC	1.00	61,089.24
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC & DEPT CHAIR	KAPIOLANI CC	1.00	80,007.84
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC & DEPT CHR	KAPIOLANI CC	1.00	85,665.00
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC (COUNSELOR)	KAPIOLANI CC	1.00	66,421.80
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC (COUNSELOR)	KAPIOLANI CC	1.00	68,239.56
FACULTY	KAPIOLANI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAPIOLANI CC	1.00	70,167.48
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	63,419.64
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	77,479.44
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	63,421.20
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	0.50	35,777.16
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC	KAPIOLANI CC	1.00	70,860.60
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	86,944.32
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	76,407.12
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	71,972.64
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	74,156.76
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	63,328.44
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	63,834.12
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	58,854.24
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	76,008.48
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	78,697.32
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	68,351.88
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	56,714.52
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC (COUNSELOR)	KAPIOLANI CC	1.00	65,711.28
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	65,539.20
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	80,696.16
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC	KAPIOLANI CC	1.00	76,407.12
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	70,968.12

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FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	73,698.84
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC (LIBRARIAN)	KAPIOLANI CC	1.00	65,274.48
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	60,972.12
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	62,061.48
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	70,860.60
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC	KAPIOLANI CC	1.00	66,823.20
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	69,748.68
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	70,860.60
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	66,995.28
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	73,521.36
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	59,273.52
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	0.50	30,543.54
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	77,343.60
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	66,253.92
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	69,656.16
FACULTY	KAPIOLANI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAPIOLANI CC	1.00	73,309.56
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	KAPIOLANI CC	1.00	91,286.28
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC & DEPT CHR	KAPIOLANI CC	1.00	76,417.44
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	KAPIOLANI CC	1.00	74,130.36
FACULTY	KAPIOLANI COMM COLL	C5C11	PROF,CC,11-MO (DIV CHAIR)	KAPIOLANI CC	1.00	73,698.84
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC (COUNSELOR)	KAPIOLANI CC	1.00	72,965.52
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC & DEPT CHM	KAPIOLANI CC	1.00	82,549.44
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	KAPIOLANI CC	1.00	79,717.68
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC & DEPT CHM	KAPIOLANI CC	1.00	104,404.56
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	KAPIOLANI CC	1.00	92,694.72
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC & DEPT CHM	KAPIOLANI CC	1.00	97,719.72
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC (COUNSELOR)	KAPIOLANI CC	1.00	72,528.60
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	KAPIOLANI CC	1.00	79,888.68
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	KAPIOLANI CC	1.00	89,925.24
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESOR, CC	KAPIOLANI CC	1.00	76,407.12
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC & DEPT CHR	KAPIOLANI CC	1.00	71,337.48
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	KAPIOLANI CC	1.00	82,430.28
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC & DEPT CHR	KAPIOLANI CC	1.00	72,526.32
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC (COUNSELOR)	KAPIOLANI CC	1.00	76,407.12
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC & DEPT CHAIR	KAPIOLANI CC	1.00	76,882.20
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC (COUNSELOR)	KAPIOLANI CC	1.00	77,730.96
FACULTY	KAPIOLANI COMM COLL	C5C11	PROFESSOR, CC	KAPIOLANI CC	1.00	85,382.28
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	38,640.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	43,670.76
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	46,993.32
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	42,072.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	0.50	21,038.70



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FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	45,285.72
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	48,744.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	46,998.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	42,077.76
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	50,616.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	46,998.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	46,993.32
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	50,616.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	46,993.32
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	46,993.32
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	43,671.60
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	48,749.40
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	50,614.20
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	45,290.40
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	43,670.76
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	50,607.12
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	46,993.32
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	48,749.40
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	40,573.80
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	56,564.04
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	43,671.60
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	45,285.72
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	46,999.80
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	48,744.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	56,556.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	43,671.60
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	40,572.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	40,573.08
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	45,288.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	42,077.40
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	40,572.00
FACULTY	LEEWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	LEEWARD CC	1.00	40,573.08
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	56,564.04
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	54,507.60
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	50,616.00
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	46,993.32
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	58,721.76
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	46,999.80
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	52,516.80
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	49,243.68
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	52,513.44
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	46,998.00
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	54,505.32

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FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	50,611.20
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	46,998.00
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	60,971.40
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	50,210.16
FACULTY	LEEWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	LEEWARD CC	1.00	54,499.08
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	43,819.08
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	52,659.00
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	47,293.08
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	47,164.44
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	54,671.16
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	49,165.80
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	50,607.12
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	54,655.80
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	52,513.44
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	48,093.60
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	56,714.52
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	50,607.12
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	52,553.04
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	68,351.88
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	47,164.44
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	54,499.08
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	52,654.32
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	43,819.08
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	50,752.80
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	54,657.96
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	60,460.20
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	50,752.80
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	52,654.32
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	54,499.08
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	54,655.80
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	54,898.80
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	48,753.96
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	47,152.20
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	56,564.04
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	48,753.96
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO (WRITING)	LEEWARD CC	1.00	50,607.12
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	45,577.44
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	60,460.20
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	48,912.84
FACULTY	LEEWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	LEEWARD CC	1.00	58,827.72
FACULTY	LEEWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	LEEWARD CC	1.00	68,241.60
FACULTY	LEEWARD COMM COLL	C3C11	ASST PROF CC (ACTNG CHR) 11-MO	LEEWARD CC	1.00	63,676.92
FACULTY	LEEWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	LEEWARD CC	1.00	61,203.60

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FACULTY	LEEWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	LEEWARD CC	1.00	58,716.00
FACULTY	LEEWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	LEEWARD CC	1.00	63,288.84
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	56,714.52
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	60,972.12
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	54,655.80
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	68,239.56
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	63,288.84
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	54,655.80
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	59,158.68
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	55,842.36
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	50,752.80
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	51,767.88
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	56,871.72
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	54,644.64
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	63,288.84
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	57,405.12
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	56,789.04
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	58,721.76
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	56,564.04
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	56,714.52
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	61,203.48
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	58,987.68
FACULTY	LEEWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	LEEWARD CC	1.00	54,499.08
FACULTY	LEEWARD COMM COLL	C4C11	ASSOC PROF, CC (DIR)	LEEWARD CC	1.00	79,359.24
FACULTY	LEEWARD COMM COLL	C4C11	ASSOC PROF, CC, 11-MO (CHAIR)	LEEWARD CC	1.00	62,318.76
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	90,756.72
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	79,465.08
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	68,480.52
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	65,964.24
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	58,858.92
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	65,843.52
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	58,721.76
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	66,107.28
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	62,318.88
FACULTY	LEEWARD COMM COLL	C5C09	IER PROFESSOR, CC, 9-MO	LEEWARD CC	0.40	28,388.64
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	81,066.72
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	79,359.24
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	67,279.56
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	71,046.00
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	63,562.56
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	67,308.36
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	61,089.36
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC (DIV CHM), 9-MO	LEEWARD CC	1.00	73,693.44

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	56,714.52
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	61,104.60
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	68,358.84
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	68,239.56
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	68,451.36
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	81,066.72
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	65,815.08
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	70,860.72
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	68,466.24
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	65,817.12
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	0.50	36,138.54
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	65,964.24
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	63,540.24
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	63,534.00
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	73,693.44
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	58,859.04
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	76,407.12
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	63,931.08
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	67,087.92
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	58,859.04
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	65,843.52
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	72,449.16
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	68,239.56
FACULTY	LEEWARD COMM COLL	C5C09	PROF, CC (DIV CHM) 9-MO	LEEWARD CC	1.00	68,279.40
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	68,466.24
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	62,799.00
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	76,526.40
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	70,860.60
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	65,964.24
FACULTY	LEEWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	LEEWARD CC	1.00	72,382.92
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	73,812.72
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC (DIV CHM), 11-MO	LEEWARD CC	1.00	83,158.32
FACULTY	LEEWARD COMM COLL	C5C11	PROF CC (DIV CHM), 11-MO	LEEWARD CC	1.00	80,103.72
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	88,929.96
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	65,992.92
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	68,351.88
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	77,016.12
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	68,742.72
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	81,344.88
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC (COORD)	LEEWARD CC	1.00	89,035.80
FACULTY	LEEWARD COMM COLL	C5C11	PROF, CC (CHAIR), 11 MO	LEEWARD CC	1.00	76,643.88
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	90,822.96
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	79,597.44

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FACULTY	LEEWARD COMM COLL	C5C11	PROF, CC (DIV CHM), 11-MO	LEEWARD CC	1.00	77,176.44
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	75,043.68
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	95,959.08
FACULTY	LEEWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	LEEWARD CC	1.00	85,859.88
FACULTY	LEEWARD COMM COLL	C5C11	PROF, CC (DIV CHM), 11-MO	LEEWARD CC	1.00	76,897.08
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	1.00	40,573.80
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	1.00	46,999.80
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	0.94	40,941.34
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	0.56	24,565.28
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	1.00	43,671.60
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	0.78	31,515.92
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	1.00	43,671.60
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	1.00	46,998.00
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	1.00	42,071.40
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	1.00	46,998.00
FACULTY	WINDWARD COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	WINDWARD CC	1.00	40,573.08
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR (COUNSELOR) CC, 11MO	WINDWARD CC	1.00	46,998.00
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR (COUNSELOR)	WINDWARD CC	1.00	50,616.00
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR (COUNSELOR), 11-MO	WINDWARD CC	1.00	48,749.40
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC (COUNSELOR)	WINDWARD CC	1.00	56,561.40
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC (COUNSELOR)	WINDWARD CC	1.00	54,507.60
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	52,513.44
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR (COUNSELOR), CC	WINDWARD CC	1.00	50,614.20
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	0.58	27,023.85
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR (COUNSELOR), 11-MO	WINDWARD CC	1.00	58,716.00
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	52,513.32
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	50,607.12
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	63,182.88
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	48,747.60
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	50,611.20
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, (COUNSELOR) 11-MO	WINDWARD CC	1.00	54,507.60
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	50,607.12
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	0.75	36,565.47
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	46,530.00
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR (COUNSELOR)	WINDWARD CC	0.75	35,249.85
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR (COUNSELOR), 11-MO	WINDWARD CC	1.00	52,516.80
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	47,004.00
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	54,507.60
FACULTY	WINDWARD COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	WINDWARD CC	1.00	58,720.80
FACULTY	WINDWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	WINDWARD CC	1.00	55,213.32
FACULTY	WINDWARD COMM COLL	C3C09	ASST PROF, CC, 9-MO	WINDWARD CC	1.00	63,288.84
FACULTY	WINDWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	WINDWARD CC	1.00	58,721.76

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	WINDWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	WINDWARD CC	1.00	67,935.12
FACULTY	WINDWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	WINDWARD CC	1.00	58,859.04
FACULTY	WINDWARD COMM COLL	C3C11	ASST PROF, CC (COUNSELOR)	WINDWARD CC	1.00	60,972.12
FACULTY	WINDWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	WINDWARD CC	1.00	50,752.80
FACULTY	WINDWARD COMM COLL	C3C11	ASSISTANT PROFESSOR, CC, 11-MO	WINDWARD CC	1.00	63,288.84
FACULTY	WINDWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	WINDWARD CC	1.00	58,721.76
FACULTY	WINDWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	WINDWARD CC	1.00	56,709.72
FACULTY	WINDWARD COMM COLL	C3C11	ASST PROF, CC (LIBRARIAN)	WINDWARD CC	1.00	59,130.72
FACULTY	WINDWARD COMM COLL	C3C11	ASST PROF, CC, 11-MO	WINDWARD CC	1.00	63,288.84
FACULTY	WINDWARD COMM COLL	C4C09	ASSOC PROF, CC & DEPT CHAIR	WINDWARD CC	1.00	65,525.88
FACULTY	WINDWARD COMM COLL	C4C09	ASSOC PROF, 9-MO, & DEPT CHAIR	WINDWARD CC	1.00	54,813.00
FACULTY	WINDWARD COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	WINDWARD CC	1.00	59,287.92
FACULTY	WINDWARD COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	WINDWARD CC	1.00	61,089.24
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	65,849.88
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	86,441.28
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	63,648.24
FACULTY	WINDWARD COMM COLL	C5C09	PROF, CC, 9-MO & DEPT CHAIR	WINDWARD CC	1.00	67,935.12
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	65,843.52
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	72,753.72
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	65,850.00
FACULTY	WINDWARD COMM COLL	C5C09	PROF, CC, 9-MO & DEPT CHAIR	WINDWARD CC	1.00	61,089.24
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	67,948.44
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	65,835.60
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	63,419.64
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	73,184.16
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	61,418.04
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	67,948.44
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	70,741.56
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	70,860.60
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, 9-MO, & DEPT CHAIR	WINDWARD CC	1.00	56,709.72
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC	WINDWARD CC	1.00	70,860.60
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	0.50	29,429.52
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	70,741.56
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	68,239.56
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	73,698.84
FACULTY	WINDWARD COMM COLL	C5C09	PROFESSOR, CC, 9-MO	WINDWARD CC	1.00	69,033.84
FACULTY	WINDWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	WINDWARD CC	1.00	92,371.68
FACULTY	WINDWARD COMM COLL	C5C11	PROFESSOR, CC (COUNSELOR)	WINDWARD CC	1.00	68,358.84
FACULTY	WINDWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	WINDWARD CC	1.00	82,426.68
FACULTY	WINDWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	WINDWARD CC	1.00	76,114.92
FACULTY	WINDWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	WINDWARD CC	1.00	68,352.00
FACULTY	WINDWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	WINDWARD CC	1.00	73,574.40
FACULTY	WINDWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	WINDWARD CC	1.00	65,849.88

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FACULTY	WINDWARD COMM COLL	C5C11	PROFESSOR, CC, 11-MO	WINDWARD CC	1.00	81,715.44
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	50,614.20
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	48,886.32
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	43,671.12
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	55,981.80
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	42,072.00
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	63,166.20
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	46,998.00
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	60,972.00
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	48,747.60
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR (LIBRARIAN)	KAUAI CC	1.00	43,670.76
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	40,572.00
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	63,277.20
FACULTY	KAUAI COMM COLL	C2C09	ACTING INSTRUCTOR, CC	KAUAI CC	1.00	46,999.80
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	0.60	35,229.60
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	48,753.96
FACULTY	KAUAI COMM COLL	C2C09	ACTING INSTRUCTOR	KAUAI CC	1.00	52,516.80
FACULTY	KAUAI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	KAUAI CC	1.00	45,288.00
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	73,584.00
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	73,584.00
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	46,993.32
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	52,516.80
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	56,556.00
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	48,753.96
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	70,860.00
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR (COORDINATOR), CC	KAUAI CC	1.00	48,749.40
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR (LIBRARIAN), CC,	KAUAI CC	1.00	48,747.60
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	54,499.08
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	50,614.20
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	50,611.20
FACULTY	KAUAI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	KAUAI CC	1.00	47,004.00
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO & DIV CHR	KAUAI CC	1.00	54,499.08
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	54,499.08
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	52,513.44
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	47,164.20
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	61,104.60
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	63,288.84
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC 9-MO & CO DIV CHR	KAUAI CC	1.00	56,564.04
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	50,607.12
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	54,048.96
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	63,288.84
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	58,721.76

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO & DIV CHR	KAUAI CC	1.00	50,607.12
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	59,900.04
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	58,716.00
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	56,564.04
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	50,607.12
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	60,972.12
FACULTY	KAUAI COMM COLL	C3C09	ASST PROF, CC, 9-MO	KAUAI CC	1.00	50,607.12
FACULTY	KAUAI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAUAI CC	1.00	56,564.04
FACULTY	KAUAI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAUAI CC	1.00	58,721.76
FACULTY	KAUAI COMM COLL	C3C11	ASST PROF, CC, 11-MO	KAUAI CC	1.00	57,755.52
FACULTY	KAUAI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAUAI CC	1.00	54,499.08
FACULTY	KAUAI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAUAI CC	1.00	64,016.88
FACULTY	KAUAI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAUAI CC	1.00	61,078.08
FACULTY	KAUAI COMM COLL	C4C09	ASSOC PROF, CC	KAUAI CC	1.00	60,972.12
FACULTY	KAUAI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAUAI CC	1.00	58,721.76
FACULTY	KAUAI COMM COLL	C4C09	ASSOC PROF CC 9MO & DIV CHR	KAUAI CC	1.00	63,288.84
FACULTY	KAUAI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAUAI CC	1.00	65,711.28
FACULTY	KAUAI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAUAI CC	1.00	65,711.28
FACULTY	KAUAI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	KAUAI CC	1.00	59,529.36
FACULTY	KAUAI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAUAI CC	1.00	63,288.84
FACULTY	KAUAI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	KAUAI CC	1.00	65,711.28
FACULTY	KAUAI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAUAI CC	1.00	63,288.84
FACULTY	KAUAI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAUAI CC	1.00	79,359.24
FACULTY	KAUAI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAUAI CC	1.00	64,466.88
FACULTY	KAUAI COMM COLL	C5C09	PROFESSOR, CC & CO DIV CHR	KAUAI CC	1.00	63,288.84
FACULTY	KAUAI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	KAUAI CC	1.00	66,955.68
FACULTY	KAUAI COMM COLL	C5C11	PROFESSOR CC, & DIV CHR	KAUAI CC	1.00	98,009.16
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	42,072.00
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	45,285.72
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	45,288.00
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	47,004.00
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	52,113.00
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	50,616.00
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	47,004.00
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	47,004.00
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	42,077.76
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	40,572.00
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	45,285.72
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	60,571.80
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	46,993.32
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	47,004.00
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	42,077.76



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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	1.00	42,071.40
FACULTY	MAUI COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	MAUI CC	0.10	5,592.46
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	46,998.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	60,972.12
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	46,998.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	52,516.80
FACULTY	MAUI COMM COLL	C2C11	ACTING INSTRUCTOR, CC	MAUI CC	1.00	47,004.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	48,753.96
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	60,971.40
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	46,530.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	54,505.32
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	0.88	41,123.25
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	54,504.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	54,504.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	73,584.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	46,993.32
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC (COUNSELOR)	MAUI CC	1.00	56,556.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	50,614.20
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	0.69	32,311.13
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	48,749.40
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	56,561.64
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	54,504.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	47,004.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	73,584.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	60,363.36
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	73,584.00
FACULTY	MAUI COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	MAUI CC	1.00	54,505.32
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	0.60	33,938.42
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	52,513.32
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	50,709.84
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	58,720.80
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	0.50	24,847.38
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	58,337.88
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	67,738.32
FACULTY	MAUI COMM COLL	C3C09	ASST PROF & DIV CHR	MAUI CC	1.00	50,424.00
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	50,607.12
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC & DIV CHR	MAUI CC	1.00	53,111.76
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	48,912.84
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	58,930.44
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	56,709.72
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	70,934.88
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	43,829.64
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	60,989.16

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	54,499.08
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	54,499.08
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	0.50	27,492.30
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	54,644.64
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	48,908.52
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	68,193.48
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	66,971.28
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	50,616.00
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	63,288.84
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	48,908.52
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	54,369.72
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	60,725.76
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	0.50	22,724.40
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	56,564.04
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC, 9-MO	MAUI CC	1.00	50,752.80
FACULTY	MAUI COMM COLL	C3C09	ASST PROF, CC & DIV CHR	MAUI CC	1.00	56,414.28
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	69,038.16
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	56,564.04
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	79,470.72
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	79,470.72
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	63,116.64
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	56,564.04
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	61,089.12
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	58,854.24
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	60,972.12
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	1.00	58,859.04
FACULTY	MAUI COMM COLL	C3C11	ASST PROF, CC, 11-MO	MAUI CC	0.50	28,171.38
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	63,540.24
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC & DIV CHR	MAUI CC	1.00	58,518.24
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	54,657.96
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	54,644.64
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	54,559.08
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	57,834.00
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	61,218.00
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	63,288.84
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	56,709.72
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	55,925.52
FACULTY	MAUI COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	MAUI CC	1.00	67,127.64
FACULTY	MAUI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	MAUI CC	1.00	61,089.36
FACULTY	MAUI COMM COLL	C4C11	ASSOC PROF, & DIV CHR	MAUI CC	1.00	85,828.44
FACULTY	MAUI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	MAUI CC	1.00	68,380.44
FACULTY	MAUI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	MAUI CC	1.00	73,184.16
FACULTY	MAUI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	MAUI CC	1.00	78,578.16

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CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	MAUI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	MAUI CC	1.00	70,000.20
FACULTY	MAUI COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	MAUI CC	1.00	70,860.60
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	1.00	61,091.40
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	1.00	74,209.68
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	1.00	79,492.80
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	1.00	63,288.84
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	0.50	35,794.38
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	1.00	72,369.72
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	1.00	62,388.60
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	1.00	80,100.48
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	1.00	65,993.04
FACULTY	MAUI COMM COLL	C5C09	PROFESSOR, CC, 9-MO	MAUI CC	1.00	68,385.24
FACULTY	MAUI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	MAUI CC	1.00	70,860.60
FACULTY	MAUI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	MAUI CC	1.00	70,966.56
FACULTY	MAUI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	MAUI CC	1.00	87,976.80
FACULTY	MAUI COMM COLL	C5C11	PROF & DIV CHR	MAUI CC	1.00	87,523.56
FACULTY	MAUI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	MAUI CC	1.00	78,750.00
FACULTY	MAUI COMM COLL	C5C11	PROFESSOR, CC, 11-MO	MAUI CC	1.00	81,516.96
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	40,572.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	0.50	21,041.10
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	0.50	22,642.86
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	46,993.32
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	0.80	36,228.58
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	42,082.20
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	45,288.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	56,556.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	50,616.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	40,572.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	40,572.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	0.20	10,121.42
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	0.80	34,936.61
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	47,004.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	40,572.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	40,572.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	43,668.00
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	52,516.80
FACULTY	HAWAII COMM COLL	C2C09	INSTRUCTOR, CC, 9-MO	HAWAII CC	1.00	52,513.32
FACULTY	HAWAII COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HAWAII CC	0.69	34,795.20
FACULTY	HAWAII COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HAWAII CC	1.00	52,512.00
FACULTY	HAWAII COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HAWAII CC	1.00	48,753.96
FACULTY	HAWAII COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HAWAII CC	1.00	46,998.00
FACULTY	HAWAII COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HAWAII CC	1.00	47,004.00

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FACULTY	HAWAII COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HAWAII CC	1.00	56,714.52
FACULTY	HAWAII COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HAWAII CC	0.50	25,998.60
FACULTY	HAWAII COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HAWAII CC	1.00	47,004.00
FACULTY	HAWAII COMM COLL	C2C11	INSTRUCTOR, CC, 11-MO	HAWAII CC	1.00	47,004.00
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	46,707.00
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	68,338.08
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	54,655.80
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	54,499.08
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	68,338.08
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	0.50	23,582.22
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	48,753.96
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	52,659.00
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9 MO	HAWAII CC	1.00	68,338.08
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	50,752.80
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	0.88	42,794.96
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	47,164.32
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	50,607.12
FACULTY	HAWAII COMM COLL	C3C09	ASST PROF, CC, 9-MO	HAWAII CC	1.00	50,752.80
FACULTY	HAWAII COMM COLL	C3C11	ASST PROF, CC, 11-MO	HAWAII CC	1.00	58,854.24
FACULTY	HAWAII COMM COLL	C3C11	ASST PROF, CC, 11-MO	HAWAII CC	1.00	58,721.76
FACULTY	HAWAII COMM COLL	C3C11	ASST PROF, CC, & DIV CHAIR	HAWAII CC	1.00	65,849.88
FACULTY	HAWAII COMM COLL	C3C11	ASST PROF, CC, 11-MO	HAWAII CC	1.00	61,440.72
FACULTY	HAWAII COMM COLL	C3C11	ASST PROF, CC, 11-MO	HAWAII CC	1.00	61,091.40
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	59,273.52
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	61,223.76
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	60,972.12
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	61,091.40
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	73,805.28
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	60,972.12
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	61,528.20
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	55,912.92
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	58,859.04
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	54,499.08
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	52,513.44
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	56,714.52
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	63,288.84
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	65,711.28
FACULTY	HAWAII COMM COLL	C4C09	ASSOC PROF, CC, 9-MO	HAWAII CC	1.00	58,859.04
FACULTY	HAWAII COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HAWAII CC	1.00	63,407.88
FACULTY	HAWAII COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HAWAII CC	1.00	82,651.08
FACULTY	HAWAII COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HAWAII CC	1.00	85,828.44
FACULTY	HAWAII COMM COLL	C4C11	ASSOC PROF, CC, 11-MO	HAWAII CC	1.00	76,407.12
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, DIV CHAIR	HAWAII CC	1.00	61,091.40

UNIVERSITY OF HAWAII  
ANNUAL REPORT OF SALARIES PAID TO EXECUTIVE AND FACULTY EMPLOYEES  
DATA AS OF NOVEMBER 27, 2006

CLASS	CAMPUS	GRADE	TITLE	DIVISION	FTE	ADJUSTED ANN SAL
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	1.00	65,711.28
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9 MO	HAWAII CC	1.00	60,972.12
FACULTY	HAWAII COMM COLL	C5C09	PROF, CC, 9-MO & DIV CHAIR	HAWAII CC	1.00	64,706.28
FACULTY	HAWAII COMM COLL	C5C09	PROF,CC & DIV CHAIR	HAWAII CC	1.00	65,993.04
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR	HAWAII CC	1.00	65,849.88
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, & DIV CHAIR	HAWAII CC	1.00	63,288.84
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	1.00	68,239.56
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	1.00	68,372.04
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC	HAWAII CC	1.00	76,407.12
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC	HAWAII CC	1.00	63,288.84
FACULTY	HAWAII COMM COLL	C5C09	PROF, CC, & DIV CHAIR	HAWAII CC	1.00	68,366.16
FACULTY	HAWAII COMM COLL	C5C09	PROF, CC, 9-MO & DIV CHAIR	HAWAII CC	1.00	58,859.04
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	1.00	70,860.60
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	1.00	65,849.88
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	1.00	85,607.28
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9 MO	HAWAII CC	1.00	75,996.96
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	1.00	58,854.24
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	1.00	65,993.04
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO, DIV CHAIR	HAWAII CC	1.00	68,107.32
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR ,CC , 9 M0	HAWAII CC	1.00	65,393.52
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	0.50	34,240.26
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC, 9-MO	HAWAII CC	1.00	70,860.60
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC	HAWAII CC	1.00	70,979.88
FACULTY	HAWAII COMM COLL	C5C09	PROFESSOR, CC	HAWAII CC	1.00	70,754.76
FACULTY	HAWAII COMM COLL	C5C11	PROFESSOR, CC, 11-MO	HAWAII CC	1.00	70,860.60
FACULTY	HAWAII COMM COLL	C5C11	PROFESSOR, CC, 11-MO, DIV CHR	HAWAII CC	1.00	92,694.72