

**Office of Hawaiian Affairs
Salary Commission**

December 18, 2024

9:00 A.M. (HST)

**Physical Location:
Leiopapa A Kamehameha, State Office Tower
MAB conference room #1403
235 S. Beretania Street
Honolulu, Hawai'i 96813**

It is anticipated that most of the OHA Salary Commissioners will attend in person. Interested persons may participate and view the meeting in the following ways:

Attend remotely

Primary meeting link

Zoom: <https://zoom.us/join>
(<https://zoom.us/join>)
Meeting ID: 913 5600 1389
Meeting Passcode: 8081212

Call in (audio only) - 1 669-444-9171

Meeting ID: 913 5600 1389
Meeting Passcode: 8081212

Attend in person at the physical location stated above.

If the virtual connection is lost or the primary meeting link above fails, please use the alternative meeting link below:

Alternative meeting link

[Join the meeting now](#)
Meeting ID: 281 280 891 251
Passcode: wW2QB7Vi

Alternative call in (audio only) [+1 808-829-4853,,634122363#](tel:+18088294853634122363)

Meeting materials are available at: <https://dhrd.hawaii.gov/state-employees/classification-and-compensation/oha-salary-commission/> and in person at 235 S. Beretania Street, Room 1400

Public Testimony:

Interested persons can submit written testimony before the meeting, which will be distributed to the commissioners before the meeting. It is requested that written testimony be submitted no later than 48 hours before the meeting to allow members to review it in advance.

Late written testimony will be retained as part of the record and distributed to the commissioners as soon as practicable. Still, we cannot ensure they receive it in sufficient time to review it before the agenda item goes into decision-making.

Oral testimony will be accepted on each agenda item before discussing that agenda item. To ensure adequate time for the full agenda, testimony should address only the specific agenda item being considered. Oral testimony may be limited at the Chair's discretion.

Submit written testimony:

Via U.S. Postal Mail: 235 S. Beretania Street, Room 1400; or

Via Email to: dhrd@hawaii.gov. Include "OHA Salary Commission Testimony" in the subject line and please reference the agenda item your testimony relates to.

Executive Session:

Commission members may go into Executive Session pursuant to §92-4 and §92-5(a)(4), HRS, on any matter listed on this agenda, to consult with its attorney on questions and issues pertaining to the member's powers, duties, privileges, immunities, and liabilities.

Auxiliary Aids or Services:

Reasonable accommodations for people with disabilities are available upon request. Requests for accommodations should be made to Elena Murayama at (808) 587-1100 or elena.s.murayama@hawaii.gov. Such requests should include a detailed description of the accommodation needed. In addition, please include a way for Elena Murayama to contact the requester if more information is needed to fulfill the request. Last minute requests will be accepted but may not be possible to accommodate.

Upon request, this notice is available in alternate/accessible formats.

Technical Issues:

If audiovisual communication cannot be maintained, the meeting will be automatically recessed for up to thirty minutes. During that time, an attempt to restore audiovisual communication will be made. If the commission members can re-establish audio communication only, the meeting will be reconvened and continued. If the commission members are unable to reconvene the meeting because neither audiovisual communication nor audio communication can be re-established within thirty minutes, the meeting will automatically be terminated.

Note:

Agenda items may be taken out of order.

AGENDA

- 1) CALL TO ORDER
- 2) ROLL CALL
- 3) PRESENTATIONS BY THE FOLLOWING:
 - a) OHA Chair or their designee to discuss their roles and responsibilities of the OHA Board of Trustees
 - b) A representative from OHA to discuss the financial feasibility of OHA supporting salary adjustments and the current benefits and compensation packages for the Trustees
- 4) DISCUSSION AND/OR DECISION MAKING
 - a) Review and discussion of the 2008, 2012, and 2016 Final Reports and Recommendations regarding the Salary of the Board of Trustees for OHA.
 - b) Discussion of adopting guiding principles and considerations to conduct the work of the Salary Commission.
 - c) Discussion of OHA Trustee benefits and compensation packages.
 - d) Discussion of the strategy and analysis to determine any OHA Trustee salary adjustments.
 - e) Discussion on the drafting of the report to the legislature.
- 5) SCHEDULING OF FUTURE MEETINGS
 - a) All meeting notices will be posted on the Hawai'i State Public Meetings Calendar and the Department of Human Resources Development's webpage
- 6) NEXT STEPS AND AGENDA ITEMS FOR THE NEXT MEETING
- 7) ADJOURNMENT

Summary Comparison of OHA Trustee Salary and Fringe Benefits (7/1/11 to Present)

Categories	7/1/11-6/30/14		7/1/14-6/30/16				7/1/16-6/30/18				7/1/18-6/30/20				7/1/20-6/30/22			
	CHR	TRS	CHR	% CHG	TRS	% CHG	CHR	% CHG	TRS	% CHG	CHR	% CHG	TRS	% CHG	CHR	% CHG	TRS	% CHG
Wage/Salary	63,204	55440	64,164	2%	56,280	2%	66,768	4%	58,560	4%	66,768	0%	58,560	0%	66,768	0%	58,560	0%
Trustee Allowance	7,200	7200	22,200	208%	22,200	208%	7,200	-208%	7,200	-208%	7,200	0%	7,200	0%	7,200	0%	7,200	0%
Protocol Fund	3,500	0	3,500	0%	0		N/A		N/A		N/A		N/A		N/A		N/A	
Total Cash	75,604	62,640	86,364	14%	78,480	25%	73,968	-17%	65,760	-19%	73,968	0%	65,760	0%	73,968	0%	65,760	0%
Non-Cash Fringe (%)	N/A	N/A	N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A	
State Health Fund (EUTH)	Yes(1)	Yes(1)	Yes(1)		Yes(1)		Yes(1)		Yes(1)		Yes(1)		Yes(1)		Yes(1)		Yes(1)	
State Retirement Plan (ERS)	Yes(2)	Yes(2)	Yes(2)		Yes(2)		Yes(2)		Yes(2)		Yes(2)		Yes(2)		Yes(2)		Yes(2)	
Group Term Life Ins.	Yes(3)	Yes(3)	Yes(3)		Yes(3)		Yes(3)		Yes(3)		Yes(3)		Yes(3)		Yes(3)		Yes(3)	
Paid Holidays	Yes(4)	Yes(4)	Yes(4)		Yes(4)		Yes(4)		Yes(4)		Yes(4)		Yes(4)		Yes(4)		Yes(4)	
Workers Compensation	Yes(5)	Yes(5)	Yes(5)		Yes(5)		Yes(5)		Yes(5)		Yes(5)		Yes(5)		Yes(5)		Yes(5)	
Temporary Disability Insurance (TDI)	Yes(6)	Yes(6)	Yes(6)		Yes(6)		Yes(6)		Yes(6)		Yes(6)		Yes(6)		Yes(6)		Yes(6)	
Island Saving Plan (Deferred compensation)	Yes(7)	Yes(7)	Yes(7)		Yes(7)		Yes(7)		Yes(7)		Yes(7)		Yes(7)		Yes(7)		Yes(7)	
Mileage reimbursement	Yes(8)	Yes(8)	Yes(8)		Yes(8)		Yes(8)		Yes(8)		Yes(8)		Yes(8)		Yes(8)		Yes(8)	
Vacation and Sick Leave	No(9)	No(9)	No(9)		No(9)		No(9)		No(9)		No(9)		No(9)		No(9)		No(9)	

(1) State contribution toward premium depends on the type of plan selected by Trustee. A wide range of health care plans is offered to eligible employees and their families. Plans include Medical, Prescription Drug, Vision, and Dental. There is no enrollment waiting period, coverage is immediate.

(2) State contribution toward a plan depends on the type of plan in which Trustee is enrolled. Premiums are pre-tax contributions. The benefits Trustees receive are identical to those received by other State elected officials (i.e., State Legislature). Additionally, Trustees who were in office prior to being included in the Employee Retirement System have been allowed to “buy back” into the system. Upon retirement, medical coverage is identical to any other State retiree if eligibility requirements are met. Effective July 1, 2002, OHA Trustees may choose to become a member of ERS, Section 88-43 HRS.

(3) Trustees are provided group term life insurance at no cost. Benefit amount is dependent upon the age. Portability is also offered with this plan.

(4) Trustees receive 13 days paid holidays in a non-election year and 14 days in an election year.

(5) Trustees are covered by OHA self-insurance workers compensation plan.

(6) Trustees are covered by TDI law and subject to eligibility requirements.

(7) Trustees can decide how much of their salary they wish to contribute to the savings plan (pre-tax basis) and how to invest their contribution.

(8) Trustees receive 67 cents per mile for reimbursement in 2024.

(9) Unlike other State employees, Trustees do not receive 21 days of vacation and 21 days of sick leave.

Summary Comparison of OHA Trustee Salary and Fringe Benefits (7/1/11 to Present)

Categories	7/1/22-6/30/24				7/1/24-present				Authority
	CHR	% CHG	TRS	% CHG	CHR	% CHG	TRS	% CHG	
Wage/Salary	66,768	0%	58,560	0%	66,768	0%	58,560	0%	HRS §10-9(a)
Trustee Allowance	7,200	0%	7,200	0%	7,200	0%	7,200	0%	HRS §10-9(b)
Protocol Fund	N/A		N/A		N/A		N/A		HRS §10-9(b)
Total Cash	73,968	0%	65,760	0%	73,968	0%	65,760	0%	
Non-Cash Fringe (%)	N/A		N/A		N/A		N/A		
State Health Fund (EUTH)	Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾		HRS Chapter 87A
State Retirement Plan (ERS)	Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾		HRS §88-54.5
Group Term Life Ins.	Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾		HRS § 10-9(b)
Paid Holidays	Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾		HRS §8-1
Workers Compensation	Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾		HRS Chapter 386
Temporary Disability Insurance (TDI)	Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾		HRS § 10-9(b), and §§ 392-5,
Island Saving Plan (Deferred compensation)	Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾		HRS § 10-9(b)
Mileage reimbursement	Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾		HRS § 10-9(b)
Vacation and Sick Leave	No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾		HRS §78-23

2008 OHA Salary Commission

P.O. Box 2433
Ewa Beach, Hawai'i 96706

February 11, 2008

The Honorable Linda Lingle
Governor, State of Hawai'i
Executive Chambers
415 South Beretania Street
Honolulu, Hawai'i 96813

The Honorable Colleen Hanabusa
Senate President
Room 409, State Capitol
415 South Beretania Street
Honolulu, Hawai'i 96813

The Honorable Calvin Say
Speaker of the House
Room 431, State Capitol
415 South Beretania Street
Honolulu, Hawai'i 96813

Subject: Final Report and Recommendations of the 2008 OHA Salary Commission

Aloha Governor Lingle, President Hanabusa, and Speaker Say:


The 2008 Salary Commission for the Board of Trustees for the Office of Hawaiian Affairs (OHA) would like to extend its appreciation for the opportunity to participate on this important commission. We have completed our statutory responsibility to study and propose recommendations regarding the salary for the OHA Trustees. On February 11, 2008, the Commission voted to approve the Final Report and Recommendations on the Salary for the Trustees of the Office of Hawaiian Affairs (attached).


The process and deliberations of the 2008 Salary Commission were open and thoughtful. The Commission carefully reviewed the duties and responsibilities of the OHA Trustees, their current compensation and benefit package, the recommendations of past OHA Salary Commissions, the compensation of comparable state and county elected officials, as well as economic indicators for cost of living. In December 2007, the Commission prepared a draft report and recommendations and solicited public comment for a 30-day period. In January 2008, the Commission considered the input received and made appropriate revisions prior to finalizing its recommendations.

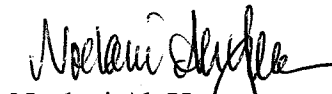
The 2008 Salary Commission would also like to extend its gratitude to the Office of Hawaiian Affairs for providing staff and assistance to administer the Commission's research, meetings, deliberations, and findings. OHA staff maintained objectivity and provided unbiased information that allowed the Commission to effectively reach its recommendations.

In sum, we believe that the new salaries established by the 2008 Salary Commission for the OHA Board of Trustees are fair, equitable and reflective of their important duties and fiduciary responsibilities to the OHA Trust and its beneficiaries.

Mahalo nui loa,



Dale Bachman,
Chair


Ben Henderson,
Vice-Chair


Noelani Ah Yuen,
Commissioner


Lulani Arquette,
Commissioner


Dennis Fern,
Commissioner

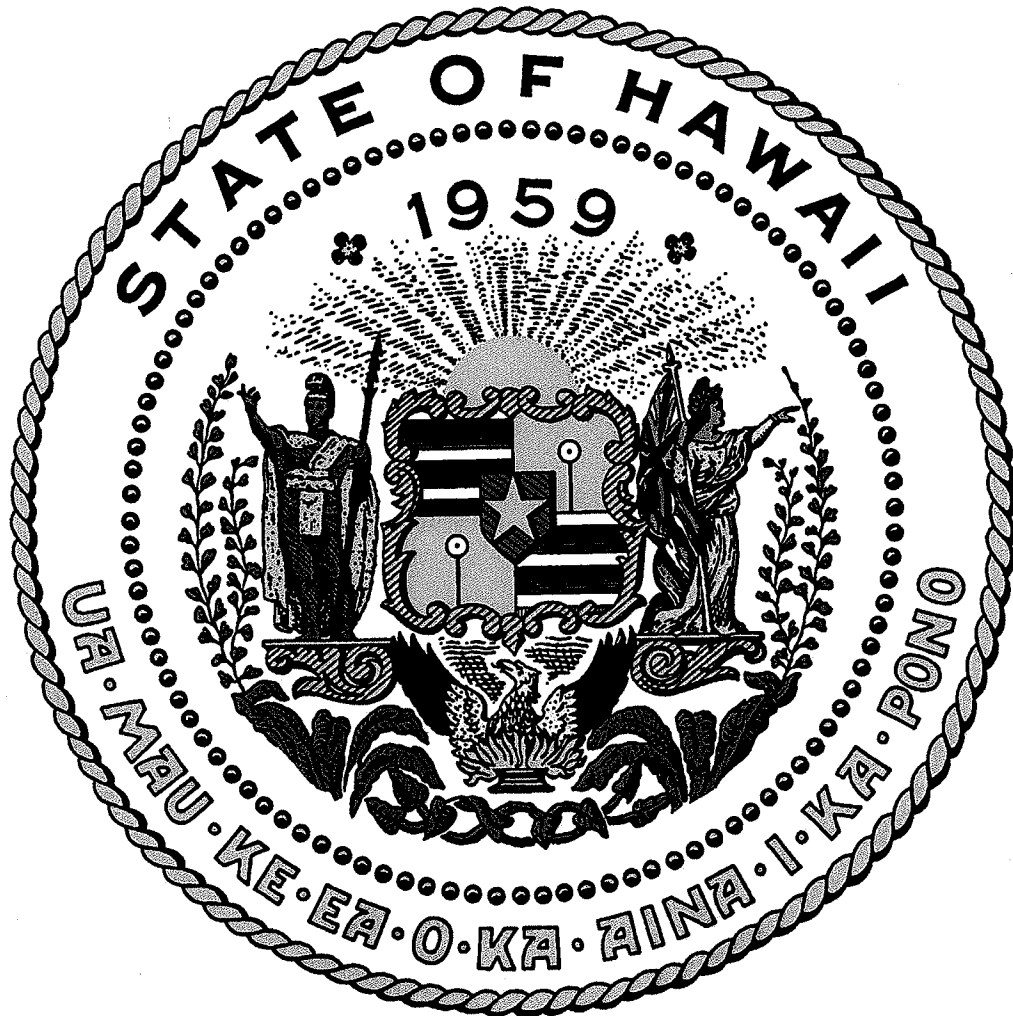

Ka'onohi Lee,
Commissioner


Michael Loo,
Commissioner

Attachment – Report and Recommendations of the 2008 OHA Salary Commission

- c:
- S. Haunani Apoliona, Chairperson Office of Hawaiian Affairs
 - Walter Heen, Vice-Chairperson, Office of Hawaiian Affairs
 - Rowena Akana, Trustee, Office of Hawaiian Affairs
 - Donald Cataluna, Trustee, Office of Hawaiian Affairs
 - Robert Lindsey, Trustee, Office of Hawaiian Affairs
 - Colette Machado, Trustee, Office of Hawaiian Affairs
 - Boyd Mossman, Trustee, Office of Hawaiian Affairs
 - Oswald Stender, Trustee, Office of Hawaiian Affairs
 - John Waihe'e IV, Trustee, Office of Hawaiian Affairs
 - Clyde Nāmu'o, Administrator, Office of Hawaiian Affairs

**FINAL REPORT AND RECOMMENDATIONS
REGARDING THE SALARY OF THE
BOARD OF TRUSTEES FOR THE
OFFICE OF HAWAIIAN AFFAIRS**



Prepared by:

**2008 SALARY COMMISSION
FOR THE TRUSTEES OF THE OFFICE OF HAWAIIAN AFFAIRS**

FEBRUARY 11, 2008

**2008 OHA Salary Commission
Final Report and Recommendations
Regarding the Salary of the
Board of Trustees for the Office of Hawaiian Affairs**

February 11, 2008

I. Salary Recommendations:

The 2008 Office of Hawaiian Affairs (OHA) Salary Commission (Commission) has completed its analysis, discussion and findings, and on February 11, 2008 approved the final recommendations regarding the salary of the OHA Trustees.

These recommendations include a base or starting annual salary of \$57,000 for the Chairperson and \$50,004 for the Trustee. The Commission further recommends an annual cost of living increase of approximately 3.5% to be effective at the start (July 1) of the 2009, 2010 and 2011 fiscal years. Per these recommendations, the specific salaries are set forth in Table 1 below:

Starting	Ending	Chairperson	Trustees
February 11, 2008	June 30, 2009	\$57,000	\$50,004
July 1, 2009	June 30, 2010	\$59,004	\$51,756
July 1, 2010	June 30, 2011	\$61,068	\$53,568
July 1, 2011	Effective Date*	\$63,204	\$55,440

* This is the date the 2012 OHA Salary Commission recommendations go into effect.

In accordance with Hawai'i Revised Statutes (HRS) Chapter 10-9.5, these salary recommendations are effective immediately, unless the Hawai'i State Legislature disapproves through the passage of a concurrent resolution prior to the adjournment sine die in May 2008.

The details of the Commission's study and the basis for their recommendations are provided in the report below.

II. Introduction:

The Commission has publicly noticed and convened five (5) meetings on November 20, December 4, December 18, 2007, January 29, 2008, and February 11, 2008.

During the course of these meetings, the Commission reviewed their statutory mandate, the history and recommendations of previous commissions, the duties and responsibilities of the OHA Trustees and their current

compensation and benefits, conducted research and analysis of comparable elected officials and OHA staff, and deliberated the findings of these analyses. Additionally, the Commission established the framework or principles that would guide the preparation of their recommendations.

III. The 2008 OHA Salary Commission and its Statutory Responsibilities

The Commission was established pursuant to HRS Chapter 10-9.5 to study and make recommendations to the State Legislature on appropriate salary for the Board of Trustees of OHA. The Commission is formed every four years and consists of seven members appointed by the Governor from nominations submitted by Native Hawaiian organizations.

On October 31, 2007, Governor Linda Lingle appointed the following seven members to the Commission:

1. Michael Loo, Kamehameha Schools
2. Ben Henderson, Department of Hawaiian Home Lands
3. Dennis Fern, Queen Lili'uokalani Children's Center
4. Ray Kalā Enos, Kaho'olawe Island Reserve Commission
5. Kippen de Alba Chu, Friends of 'Iolani Palace
6. Dale Bachman, Daughters of Hawai'i
7. Lulani Arquette, Native Hawaiian Hospitality Association

Subsequent to this appointment, two members, Kippen de Alba Chu and Ray Enos resigned their seats due to an apparent conflict with HRS §78-4(a) that states, no person shall be allowed to serve on more than one state board or commission. In their stead, the Governor appointed Noelani Ah Yuen (Friends of 'Iolani Palace) and Carol Ka'onohi Lee (Kaho'olawe Island Reserve Commission) to the Commission on November 16 and December 3, 2007, respectively.

The salary recommendations of the Commission are due before the twentieth legislative day of the 2008 Legislative Session (February 14, 2008) and become effective as of the date of the recommendations unless the Legislature disapproves the recommendations by adoption of a concurrent resolution prior to adjournment sine die of the Legislative Session. The Commission is dissolved upon the completion and submission of their recommendations.

IV. Past OHA Salary Commissions

The first Advisory Commission on OHA Trustees' Compensation was appointed in 1992 and provided recommendations to the State Legislature in 1993. The 1993 Legislature set the OHA Trustees' salaries at \$32,000 per year, with the Chairperson receiving an additional \$5,000, and made provision for regular adjustment of the salaries every four years by a salary commission.

In 1996, no appointments were made. In 1999, the Legislature amended the HRS Chapter 10-9.5 in order that the next duly appointed Salary Commission would submit recommendations to the 2000 Legislature. The Salary Commission appointed in 2000 recommended no salary adjustment.

The Salary Commission formed in 2004 recommended that the Trustees annual salary be established at \$41,000 and \$47,000 for the Chairperson. The Commission recommended that this salary remain constant for the statutorily mandated, four-year period.

V. Guiding Principles and Considerations:

Prior to conducting the review and analysis of various salary options, the Commission, per their meetings on November 20, December 4 and December 18, 2007, requested that several considerations or guiding principles be included:

- a. The salary of OHA Trustees needs to be fair and equitable.
- b. The recommendations of the Commission are for the position of OHA Trustee and not reflective of the OHA Trustee currently in office.
- c. The recommendations of the Commission are solely for the salary of the OHA Trustees as expressed in statute.
- d. The compensation needs to adequately reflect the fiduciary responsibility maintained by the OHA Trustees.
- e. Compensation needs to be sufficient to attract (or at least, not discourage) candidates from seeking the elected office of OHA Trustee.
- f. Annual cost-of-living increases should be considered.

VI. Duties and Responsibilities of OHA Trustees:

Pursuant to State law (HRS §10-5 and §10-6), the Trustees for the Office of Hawaiian Affairs are charged with broad powers, duties and responsibilities, among which include:

- Managing the income and proceeds from the pro rata portion of the Public Land Trust;
- Controlling real property held by OHA;
- Formulating policies related to Hawaiians;

- Providing grants and technical and financial assistance to individuals, organizations, and agencies;
- Developing and continually updating a strategic plan for OHA;
- Assisting in the development of state and county agency plans for native Hawaiian and Hawaiian programs and services;
- Advising and coordinating with Federal, State, and County officials regarding Hawaiians and Hawaiian programs; and
- Promoting and assisting the establishment of agencies to serve native Hawaiians and Hawaiians.

In carrying out their fiduciary responsibilities, Trustees serve in a year round capacity. In addition to regular Board of Trustee meetings, there are two standing committees of the whole: 1) Beneficiary Advocacy and Empowerment and 2) Asset and Resource Management. Further, the two committees will periodically hold joint meetings.

The Commission assessed the calendar for OHA Trustees over the past 24 months and determined that there were 51 Board of Trustee meetings, 43 BAE meetings, 41 ARM meetings and 21 joint committee meetings for a total of 156 meetings. This averages 6.5 meetings a month.

In addition to regular internal meetings, OHA Trustees are also called upon by the Executive and Legislative Branches to serve on various Boards and Commissions, such as the Temporary Commission on Bio-prospecting, or more recently, the Superferry Oversight Commission.

VII. Trustee Current Salary and Fringe Benefit Package:

In 2004, the OHA Salary Commission recommended that the Board of Trustees receive an annual salary of \$41,000 and \$47,000 for the Chairperson. The 2004 Commission recommended that this salary remain constant for a four-year period and therefore reflects the current salary of the OHA Trustees.

In addition to the salary, OHA Trustees also receive a cash fringe in the form of an allowance and, for the Chairperson, a protocol fund. Both the allowance and protocol fund are intended to assist the Trustees in the functions of their office and are not considered as part of their annual salary.

In addition to their salary, OHA Trustees receive a fringe benefit package comparable to OHA employees and other State government officials. These benefits are described in Table 2 below.

Table 2 – Summary of OHA Trustee Salary and Fringe Benefits			
	Annual Amount		
Current Entitlements	Chair	Trustee	Authority
Wage/Salary	47,000	41,000	HRS §10-9(a)
Cash Fringe			
Trustee Allowance	7,200	7,200	HRS §10-9(c)
Protocol Fund	6,000	0	HRS §10-9(c)
Total Cash	60,200	48,200	
Non-Cash Fringe	See Notes Below		
State Health Fund (EUTH)	Yes ⁽¹⁾	Yes ⁽¹⁾	HRS Chapter 87A
State Retirement Plan (ERS)	Yes ⁽²⁾	Yes ⁽²⁾	HRS §§88-54.5
Group Term Life Ins.	Yes ⁽³⁾	Yes ⁽³⁾	HRS § 10-9(b)
Paid Holidays	Yes ⁽⁴⁾	Yes ⁽⁴⁾	HRS §8-1
Workers Compensation	Yes ⁽⁵⁾	Yes ⁽⁵⁾	HRS Chapter 386
Temporary Disability Insurance (TDI)	Yes ⁽⁶⁾	Yes ⁽⁶⁾	HRS § 10-9(b), and §§ 392-5, 392-27
Island Saving Plan (Deferred compensation)	Yes ⁽⁷⁾	Yes ⁽⁷⁾	HRS § 10-9(b)
Mileage reimbursement	Yes ⁽⁸⁾	Yes ⁽⁸⁾	HRS § 10-9(b)
Vacation and Sick Leave	No ⁽⁹⁾	No ⁽⁹⁾	HRS §78-23

Notes:

- (1) State contribution toward premiums depends on the type of plan selected by Trustee. A wide range of health care plans is offered to eligible employees and their families. Plans include Medical, Prescription Drug, Vision, and Dental. There is no enrollment waiting period, coverage is immediate.
- (2) State contribution toward a plan depends on the type of plan in which Trustee is enrolled. Premiums are pre-tax contributions. The benefits Trustees receive are identical to those received by other State elected officials (i.e., State Legislature). Additionally, Trustees who were in office prior to being included in the Employee Retirement System have been allowed to “buy back” into the system. Upon retirement, medical coverage is identical to any other State retiree if eligibility requirements are met.
- (3) Trustees are provided group term life insurance at no cost. Benefit amount is dependent upon the age. Portability is also offered with this plan.
- (4) Trustees receive 13 days paid holidays in a non-election year and 14 days in an election year.
- (5) Trustees are covered by OHA self-insurance workers compensation plan.
- (6) Trustees are covered by TDI law and subject to eligibility requirements.

- (7) Trustees can decide how much of their salary they wish to contribute to the savings plan (pre-tax basis) and how to invest their contribution.
- (8) Trustees receive 48.5 cents per mile for reimbursement.
- (9) Unlike other State employees, Trustees do not receive 21 days of vacation and 21 days of sick leave.

Given the general similarities between the fringe benefit packages for OHA Trustees and that of OHA staff and other State employees, it is difficult to make a monetized distinction between the differences, particularly with regard to the Employee Retirement System or in calculating vacation and sick leave credits. Subsequently, and for the purpose of developing salary recommendations, fringe benefits were not further considered.

VIII. Analysis Methodology:

Based on the guiding principles outlined by the Commission, a two-step analysis was conducted: 1) establishing a “base” or starting salary for 2008 by comparison with comparable elected officials; and 2) establishing an annual adjustment for cost-of-living. The methodologies used for these two analyses are summarized below:

a. Establishing the “Base” Salary for 2008

In this analysis, the four Hawai‘i county councils and the Hawai‘i State Legislature were evaluated. Reviews of the Salary Commissions for each county and the State were conducted and an understanding of the recommendations they put forth were obtained.

The State Legislature was considered for comparison because the State Salary Commission (March 2007) had reasoned that the Legislature, in their function, duties, and responsibilities is equivalent to those of the four county councils, with the exception that the calendar and agenda are compressed into a four-month period. As a result, the State Salary Commission recommended that the salary of the Legislators should be comparable to those of county council members.

It should be noted that there are marked differences in the salaries, annual adjustments (if any), and timing of the salary increases between each county and the State Legislature. For example, Hawai‘i County considers duration in office (seniority) in calculating salary; whereas, the other three counties and State Legislature do not. Further, effective January 2009, the State Legislature and Kaua‘i County Council are scheduled to receive a salary increase.

Despite these differences however, there is a general consistency between the salaries established for leadership and remaining members. The chair to member differential is approximately 12 percent. Past OHA Salary Commissions as well as the State Legislature have maintained similar chair to member differentials.

For the purposes of conducting analyses, the salaries of the four county councils and State Legislature were reviewed and average calculations conducted. A total of four averaging analyses were performed:

- All four counties plus the Legislature at their current salary;
- All four counties plus the Legislature at their current salary with the high and low salaries deleted;
- All four counties plus the Legislature with the January 2009 increase; and
- All four counties plus the Legislature with the January 2009 increase with the high and low salaries deleted.

b. Establishing a Cost of Living Increase:

In reviewing and researching cost of living for Hawai'i, estimate values have ranged over time as well as geographic location (i.e., island). County and State Salary Commissions, collective bargaining agreements, and other agencies, like OHA, have varied interpretations of a cost of living and the application to annual pay increases. These estimates have typically ranged from three to five percent.

Consequently, various cost of living percentages (3, 4, and 5 percent) were applied to the "base" salaries derived from the above analyses to provide several scenarios for consideration.

IX. Analysis Results

Given the methodology outlined above, the results are presented in two categories: 1) 2008 Base Salary; and 2) Total Salary with an Annual Cost of Living Increase.

a. 2008 Base Salary:

The comparison of elected officials reveals average salaries for the chair/leadership ranging between \$57,200 and \$47,331; and for the remaining members between \$51,352 and \$41,462. These results are shown in Table 3 below.

TABLE 3: ANALYSIS OF ELECTED OFFICIALS		
	Current Annual Salary	Salary Effective Jan. 2009
State Legislature		
Senate President/House Speaker	\$43,400	\$56,208
Senators/Representatives	\$35,900	\$48,708
Honolulu City Council		
Chair	\$55,020	\$55,020
Council Members	\$49,245	\$49,245
Maui County Council		
Chair	\$71,500	\$71,500
Council Members	\$66,500	\$66,500
Hawai'i County Council		
Chair	\$43,574	\$43,574
Council Members	\$39,240	\$39,240
Kaua'i County Council		
Chair	\$39,500	\$59,699
Council Members	\$35,100	\$53,066
Averages:	Option 1	Option 2
Chair/Leadership	\$50,599	\$57,200
Members	\$45,197	\$51,352
Averages without High & Low:	Option 3	Option 4
Chair/Leadership	\$47,331	\$56,976
Members	\$41,462	\$50,340

b. Total Salary with Annual Cost of Living Increase:

Given the four analyses used to calculate the 2008 Base Salary options, multiple salary variations are created when applying the three cost of living increases. The details are provided in Tables 4, 5, and 6 on the following page:

TABLE 4: SALARY COMPARISONS WITH A 3% ANNUAL COST OF LIVING INCREASE									
Salary Time Period		Comparison of Elected Officials							
		Averages				Averages without High & Low			
		Option 1 - Current		Option 2 - Eff. 1/1/09		Option 3 - Current		Option 4 - Eff. 1/1/09	
Start	End	Chair	Trustees	Chair	Trustees	Chair	Trustees	Chair	Trustees
2/08	6/09	\$50,599	\$45,197	\$57,200	\$51,352	\$47,331	\$41,462	\$56,976	\$50,340
7/09	6/10	\$52,117	\$46,553	\$58,916	\$52,893	\$48,751	\$42,706	\$58,685	\$51,850
7/10	6/11	\$53,680	\$47,950	\$60,683	\$54,479	\$50,213	\$43,987	\$60,446	\$53,406
7/11	2/12	\$55,291	\$49,388	\$62,504	\$56,114	\$51,720	\$45,307	\$62,259	\$55,008

TABLE 5: SALARY COMPARISONS WITH A 4% ANNUAL COST OF LIVING INCREASE									
Salary Time Period		Comparison of Elected Officials							
		Averages				Averages without High & Low			
		Option 1 - Current		Option 2 - Eff. 1/1/09		Option 3 - Current		Option 4 - Eff. 1/1/09	
Start	End	Chair	Trustees	Chair	Trustees	Chair	Trustees	Chair	Trustees
2/08	6/09	\$50,599	\$45,197	\$57,200	\$51,352	\$47,331	\$41,462	\$56,976	\$50,340
7/09	6/10	\$52,623	\$47,005	\$59,488	\$53,406	\$49,224	\$43,120	\$59,255	\$52,353
7/10	6/11	\$54,728	\$48,885	\$61,868	\$55,542	\$51,193	\$44,845	\$61,625	\$54,448
7/11	2/12	\$56,917	\$50,840	\$64,342	\$57,764	\$53,241	\$46,639	\$64,090	\$56,626

TABLE 6: SALARY COMPARISONS WITH A 5% ANNUAL COST OF LIVING INCREASE									
Salary Time Period		Comparison of Elected Officials							
		Averages				Averages without High & Low			
		Option 1 - Current		Option 2 - Eff. 1/1/09		Option 3 - Current		Option 4 - Eff. 1/1/09	
Start	End	Chair	Trustees	Chair	Trustees	Chair	Trustees	Chair	Trustees
2/08	6/09	\$50,599	\$45,197	\$57,200	\$51,352	\$47,331	\$41,462	\$56,976	\$50,340
7/09	6/10	\$53,129	\$47,457	\$60,060	\$53,920	\$49,698	\$43,535	\$59,825	\$51,850
7/10	6/11	\$55,785	\$49,830	\$63,063	\$56,616	\$52,182	\$45,712	\$62,816	\$53,406
7/11	2/12	\$58,575	\$52,321	\$66,216	\$59,446	\$54,792	\$47,997	\$65,957	\$55,008

X. Discussion of Analysis Results

In review of the data regarding the 2008 Base Salary, several characteristics have emerged:

- a. The lowest 2008 Base Salary (Option 3) was derived from the average of elected officials with the highest and lowest values deleted.

- b. The highest 2008 Base Salary (Option 2) was derived from the average of elected officials effective January 2009.
- c. The salary increases approved by the State Salary Commission and the Kauai County Salary Commission (effective January 2009) had a notable effect (12-18%) on the average calculations.
- d. Deleting the high and low salaries from the averaging analyses had a smaller affect (1-7%) on the average calculations.

XI. Findings

In review of the various options for calculating a 2008 base salary, the Commission considered the following:

- a. Given that the Kaua'i County Council and the State Legislature were approved to receive salary increases in January 2009, the Commission believed that utilizing the current salaries to calculate the 2008 Base Salary for the OHA Trustees (Options 1 and 3) did not reflect accurate comparison. Therefore, the Commission concentrated its review on the salary averages that are to become effective in January 2009 (Options 2 and 4).
- b. For the purpose of reviewing the salary averages effective in January 2009 (Options 2 and 4), the Commission believes that the salaries received by the Maui County Council and the Hawai'i County Council represented outliers in the data set and preferred to use the averaging analysis with the highest and lowest salaries removed.

Subsequently, the Commission favored Option 4 as the preferred method of calculating the 2008 base salary for the OHA Trustees.

For the purposes of establishing an annual cost of living increase, the Commission reviewed the Tables 4-6 and specifically assessed Option 4 with a 3%, 4% and 5% annual increases. Based on the Commission's current understanding of the cost of living, an annual increase of 3.5% was believed to be appropriate.

XII. Draft Salary Recommendations and Solicitation of Public Comments

As a result of the above analysis, discussion and findings, the OHA Salary Commission, on December 18, 2007 approved draft recommendations for the salary of the OHA Trustees. These recommendations include a base or starting annual salary of \$57,000 for the Chairperson and \$50,000 for the

Trustee. Additionally, the Commission recommends a 3.5% annual increase effective at the start (July 1) of the 2009, 2010 and 2011 fiscal years.

The Commission also directed that the draft recommendations be made available for public review and comment. A public notice of the availability of the Draft Report and Recommendations was released on December 31, 2007. In the notice, interested persons were invited to submit their comments via email, mail or in person at the Commission's meeting on January 29, 2008. The Draft Report and Recommendations was also featured in two major daily newspapers, the OHA website, and in the OHA Newsletter.

XIII. Review of Draft Salary Recommendations and Public Comments

On January 29, 2008, the Salary Commission convened its fourth meeting to review the Draft Report and Recommendations and consider the comments and testimony submitted. Between December 31, 2007 and January 29, 2008, comments were received from ten (10) individuals: three letters and seven emailed comments. Additionally, a video commentary was posted on the internet. The comments received ranged from being in support, to opposing a salary increase, while others provided specific input or general commentary on OHA. The Commission, upon review of the comments received, noted the following:

- a. The comments in support of the draft salary recommendations were largely based upon the recognition of the substantial duties and responsibilities of the OHA Trustees. Therefore, the commenters felt that a salary increase would be appropriate and would also serve to attract candidates to seek elected office.
- b. The comments in opposition to the draft salary recommendations were based on one or more of the following objections:
 1. Opposition to the organizational purpose of OHA to serve Native Hawaiians;
 2. The perception that OHA is ineffective in serving its beneficiaries;
 3. The belief that the OHA Trustees themselves are ineffective in fulfilling their statutory duties and responsibilities;
 4. The belief that salaries for the Trustees should not be derived from taxpayer dollars; and
 5. The salary of the Chairperson should be equivalent to the other Trustees.

In discussion of the comments, the Commission found general agreement with those in support of the draft recommendations. With regard to the comments in opposition, the Commission disagreed with items 1 and 2 above and noted the importance of OHA as an organization to represent the interests of Native Hawaiians and the valuable services and assistance provided to its beneficiaries.

With regard to the criticism of the current Trustees (item 3 above), the Commission referred to its Guiding Principles (Section V. b. above) that the recommendations of the Commission are for the position of OHA Trustee and not reflective of any individual OHA Trustee currently in office. The Commission emphasized that it is the responsibility of the voting population to evaluate the performance of an individual Trustee by monitoring their actions while in office and in the polling booth should they seek re-election. The Commission further encouraged OHA to provide as much information as possible and in an accessible manner (i.e., website posting, etc.) regarding the positions, actions, and attendance of each Trustee such that the voting public can make informed decisions.

With regard to item 4 above, the Commission further clarified that the salaries of the Trustees are drawn in their entirety from the OHA trust fund. No legislative appropriations to OHA are used for Trustees' salaries.

The Commission also deliberated the notion of maintaining an equivalent salary for all Trustees and upon review of the duties and responsibilities of the Chairperson, the Commission felt that an increased salary was justified. Further, the Commission reasoned that an increased salary for the Chairperson was also consistent with other State and County elected officials.

After its discussion on the comments received, the Commission decided that significant amendments to their draft salary recommendations were not warranted. The Commission did however review changes in the Consumer Price Index (as an indicator of cost of living) since 2000 and reaffirmed that an annual increase of 3.5% was appropriate. The Commission also reviewed HRS Chapter 10-9(1)(b) which states that the Trustees salary must be paid in equal amounts over the course of the year. Consequently, the annual salaries with the 3.5% cost of living increase were reviewed to ensure that they were divisible by 12 and where necessary corrections were made.

XIV. Final Recommendations

As a result of the above analysis, discussion and findings, the OHA Salary Commission, on February 11, 2008 approved the final recommendations for the salary of the OHA Trustees. These recommendations include a base or starting annual salary of \$57,000 for the Chairperson and \$50,004 for the Trustee. The Commission further recommends an annual cost of living

increase of approximately 3.5% to be effective at the start (July 1) of the 2009, 2010 and 2011 fiscal years. Per these recommendations, the specific salaries are set forth in Table 7 below:

Table 7: Salary Recommendations for OHA Trustees			
Starting	Ending	Chairperson	Trustees
February 11, 2008	June 30, 2009	\$57,000	\$50,004
July 1, 2009	June 30, 2010	\$59,004	\$51,756
July 1, 2010	June 30, 2011	\$61,068	\$53,568
July 1, 2011	Effective Date*	\$63,204	\$55,440
* This is the date the 2012 OHA Salary Commission recommendations go into effect.			

In accordance with HRS Chapter 10-9.5, these salary recommendations are effective immediately, unless the Hawai'i State Legislature disapproves through the passage of a concurrent resolution prior to the adjournment sine die in May 2008.

With the approval of the salary recommendations, the 2008 OHA Salary Commission sunset and dissolved by unanimous vote at the adjournment of its meeting on February 11, 2008.

2012 Office of Hawaiian Affairs Salary Commission

February 15, 2012

The Honorable Neil Abercrombie
Governor, State of Hawai'i
Executive Chambers – State Capitol
415 South Beretania Street
Honolulu, Hawai'i 96813

The Honorable Shan Tsutsui
Senate President
Room 409, State Capitol
415 South Beretania Street
Honolulu, Hawai'i 96813

The Honorable Calvin Say
Speaker of the House
Room 431, State Capitol
415 South Beretania Street
Honolulu, Hawai'i 96813

Subject: Report and Recommendations of the 2012 OHA Salary Commission

Aloha Governor Abercrombie, President Tsutsui and Speaker Say:

The 2012 Salary Commission for the Board of Trustees for the Office of Hawaiian Affairs (OHA) would like to extend its appreciation for the opportunity to participate on this commission. We have completed our statutory responsibility to study and propose recommendations regarding the salary for the OHA Trustees. On February 15, 2012, the Commission voted to approve the Final Report and Recommendations on the Salary for the trustees of the Office of Hawaiian Affairs (attached).

Commissioners were appointed January 18, 2012 and our recommendations were due to the Legislature by February 16, 2012. Commissioners sought a time extension; however, legal counsel advised us that an extension was not allowable under the law. We would like to see more time for public comment, and therefore we strongly urge appointment of the 2016 OHA Salary Commission in 2015 as is allowable by law.

The process and deliberations of the 2012 Salary Commission were open and prudent. The Commission carefully reviewed the duties and responsibilities of the OHA Trustees, their current compensation and benefit package, the recommendations of past OHA Salary Commissions, the compensation of comparable state and county elected officials, the 2011 Hawai'i Employers Council Salary Survey, as well as economic indicators, including the consumer price index, the forecast of the Council on Revenues and Social Security cost of living adjustments. On February 3, 2012, Commissioners solicited public comment through notice of opportunity to submit written and oral testimony at meetings held February 7, 10 and 15, 2012, and via email at ohasalarycommission2012@gmail.com. February 10, 2012 the Commission prepared a draft report and recommendations and solicited public comment. The Commission considered the input received and made appropriate revisions prior to finalizing its recommendations.

In sum, we believe that the salaries established by the 2012 Salary Commission for the OHA Board of Trustees are fair, equitable, and reflective of their important duties and fiduciary responsibilities to the OHA Trust and its beneficiaries; as well as prudent in consideration of the past, current and projected economic environment.

With the approval of the salary recommendations, the 2012 OHA Salary Commission sunset and dissolved by unanimous vote at the adjournment of its meeting on February 15, 2012.

Mahalo nui loa, 2012 Office of Hawaiian Affairs Salary Commission



Ray-nelle Cobb,
Commissioner



Dennis Fern,
Commissioner



Laurelle Lee,
Commissioner

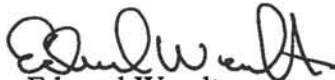


Katrina-Ann Kapā Oliveira,
Commissioner

Diane Paloma,
Commissioner



Mele Spencer,
Commissioner

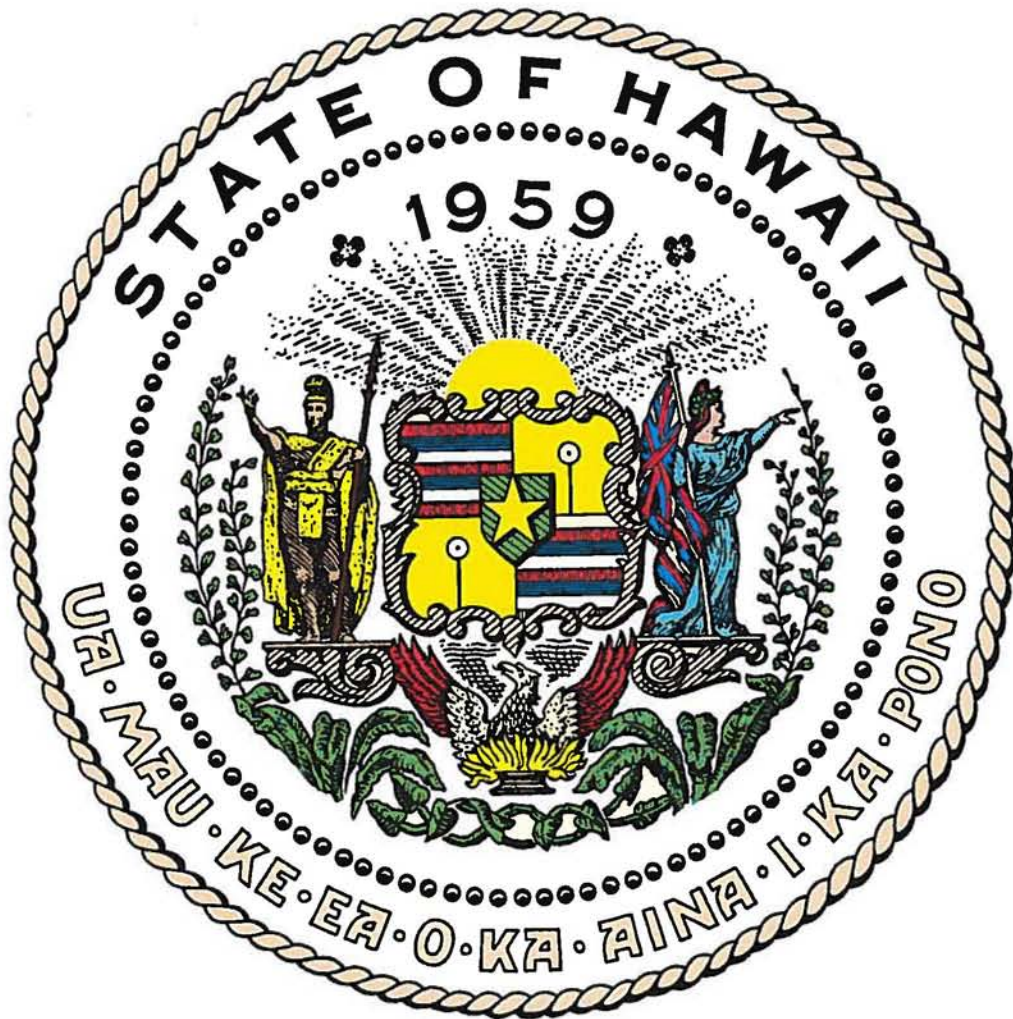


Edward Wendt,
Commissioner

Attachment – Report and Recommendations of the 2012 OHA Salary Commission

- c: The Honorable Colette Machado, Chairperson, Office of Hawaiian Affairs
- The Honorable Peter Apo, Vice-Chairperson, Office of Hawaiian Affairs
- The Honorable Rowena Akana, Trustee, Office of Hawaiian Affairs
- The Honorable Haunani Apoliona, Trustee, Office of Hawaiian Affairs
- The Honorable Donald Cataluna, Trustee, Office of Hawaiian Affairs
- The Honorable Hulu Lindsey, Trustee Office of Hawaiian Affairs
- The Honorable Robert Lindsey, Trustee, Office of Hawaiian Affairs
- The Honorable Oswald Stender, Trustee, Office of Hawaiian Affairs
- The Honorable John Waihe'e IV, Trustee, Office of Hawaiian Affairs
- Mr. Richard Pezzulo, Interim Chief Executive Officer, Office of Hawaiian Affairs
- Dr. Kamana'opono Crabbe, Selected Chief Executive Officer, Office of Hawaiian Affairs

**REPORT AND RECOMMENDATIONS
REGARDING THE SALARY OF THE
BOARD OF TRUSTEES OF THE
OFFICE OF HAWAIIAN AFFAIRS**



Prepared by:

**2012 SALARY COMMISSION
FOR THE TRUSTEES OF THE OFFICE OF HAWAIIAN AFFAIRS
FEBRUARY 15, 2012**

**2012 OHA Salary Commission
Report and Recommendations
Regarding the Salary of the
Board of Trustees of the Office of Hawaiian Affairs**

February 15, 2012

I. Salary Recommendations:

The 2012 Office of Hawaiian Affairs (OHA) Salary Commission (Commission) has completed its analysis, discussion and findings, and on February 15, 2012 approved the recommendations regarding the salary of the OHA Trustees (Trustees).

These recommendations include:

Table 1: Salary Recommendations for OHA Trustees			
Starting	Ending	Chairperson	Trustees
July 1, 2011	June 30, 2012	\$63,204	\$55,440
July 1, 2012	June 30, 2013	\$63,204	\$55,440
July 1, 2013	June 30, 2014	\$63,204	\$55,440
July 1, 2014	June 30, 2015	\$(see formula below)	\$(see formula below)

Formula for Fiscal Year 2015. Regarding the Trustee salary for the period 7/1/2014 – 6/30/2015: Starting with the base of the \$63,204 for the Chairperson and \$55,440 for the other OHA Trustees, the Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2012 – 6/30/2015 or the annual Honolulu Consumer Price Index (CPI) for prior year ending 12/31/2013, but not less than zero.

Note: July 1, 2015 is the date the 2016 OHA Salary Commission recommendations go into effect.

In summary the recommendations maintain the current salary of \$63,204 for the OHA Chairperson and the current salary of \$55,440 for the other OHA Trustees, for Fiscal Year 2012, Fiscal Year 2013 and Fiscal Year 2014. For Fiscal Year 2015 the salary amount for the Chairperson and Trustees is determined by the above formula.

In accordance with Hawai'i Revised Statutes (HRS) Chapter 10-9.5, these salary recommendations are effective immediately, unless the Hawai'i State Legislature disapproves through the passage of a concurrent resolution prior to the adjournment sine die in May 2012.

The details of the Commission's study and the basis for their recommendations are provided in the report below.

II. Background:

The Governor appointed the 2012 OHA Salary Commission on January 18, 2012. The Commission urges the Governor to resume appointment of the OHA Salary Commission in August of the year prior to the date the Commission Report and Recommendations are due to the Legislature. Given the appointment date, and the date the Commission must make their recommendation is by the 20th legislative day, February 16, 2012, the turn-around time was extremely short, making the task more difficult and shortening the public comment period. The shortened time frame also made it difficult to find meeting dates that worked for all seven Commissioners. We set meeting dates that fit most Commissioners, and provided public notice consistent with the Sunshine Laws. One Commissioner who had to be away from O'ahu on the date of one of the meetings listened to the discussion by phone, but was not able to speak. The Commissioners planned their task and conducted their business prudently within the allotted time. The Commission publicly noticed and convened three (3) meetings on February 7, February 10, and February 15, 2012.

During the course of these meetings, the Commission reviewed their statutory mandate, the history and recommendations of previous commissions, Article XII of the Hawai'i Constitution, Hawai'i Revised States section 10-1 thru 10-9, the Bylaws of OHA Board of Trustees, the Trustee public meeting schedule and attendance for CY 2010 and 2011, 2011 OHA Annual and Grants and Sponsorships Report, the OHA Strategic Plan 2010 – 2018, the duties and responsibilities of the OHA Trustees and their current compensation and benefits, reviewed OHA budget as far as staffing numbers and salary changes, conducted research and analysis of comparable elected officials and OHA staff, reviewed economic indicators and forecasts and deliberated the findings of these analyses. The Commission adopted principles to guide the preparation of their recommendations.

OHA Salary Commissioners noted that beneficiaries hold their elected OHA Trustees to a high standard as leaders, and as such saw their kuleana as salary Commissioners demanded prudent and fair decision-making, with OHA's mission of betterment of conditions of Native Hawaiians always in mind.

Commissioners emphasized that they are not conducting a performance evaluation because the Salary Commission kuleana is to set the salary rate for the positions of Trustee and Chairperson, and not to evaluate the performance of an individual. It was noted that it was the kuleana of voters to evaluate the performance of individual trustees. There was discussion of the importance of

the position of Trustee to each and every beneficiary, and attendance at meetings, including arriving on time and not departing early should be a duty of any elected position.

In the discussion it was emphasized Trustees are elected to serve beneficiaries, and beneficiaries must have trust in their Trustees. Further, more than one Commissioner expressed the belief that they expected their leaders to lead, but they can't if they do not attend meetings, or routinely arrive late and leave early. There was consensus that OHA Trustees are leaders of our community, and we expect them to lead by example.

Commissioners noted that many Trustees are attending meetings fully, arriving on-time, and staying to the end of meetings.

There was a discussion that the next Commission might examine meeting attendance as a contingency of Trustee salary, or Commissioners in 2016 may want to recommend a statute change if needed to address this matter.

The Commission used the best available information at the time of decision-making, and Commissioners made recommendations. The four-year cycle between commission appointments has strengths and weaknesses. One strength is that it allows a long arms-length review on the basis of job duties and elected office and the economic forecast, as opposed to a review of an individual's performance which may be unlawful. The weakness is that it is designed to be an estimate of appropriateness based on the best available data at the time of the deliberations. The four-year cycle does allow the Commission to re-set salaries to appropriate levels, again, based on best available data at the time of deliberation.

Commissioners reviewed data, OHA's activities, OHA pay and staffing cuts, the 2004 and 2008 reports and recommendations from the respective OHA Salary Commissions and a treasure chest of factors. The current economic conditions and forecasts were considered. At this time a 3.5% annual increase is less appropriate given the actual economic conditions. However, in 2008 it was a reasonable approach based on the information at the time.

Commissioners examined pay cuts, freezes and future possibility of restoration in the government sector, the Hawai'i Legislature and County Councils. We considered the projected growth through 2018 forecasted by the Council on Revenues. We examined the Social Security Cost of Living Increase currently at 3.6%, the 2012 Honolulu Consumer Price Index currently at 2.8%, the Hawai'i Employers Council Survey and national articles anticipating a 2%, possibly 2-3% increase for 60% of positions in the private sector in 2012, and looked at impact retroactively and to the appointment of the 2016 OHA Salary Commission.

III. The 2012 OHA Salary Commission and its Statutory Responsibilities

The Commission was established pursuant to HRS Chapter 10-9.5 to study and make recommendations to the State Legislature on appropriate salary for the Board of Trustees of OHA. The Commission is formed every four years and consists of seven members appointed by the Governor from nominations submitted by Native Hawaiian organizations.

On January 18, 2012, Governor Neil Abercrombie appointed the following seven members to the Commission:

1. Ms. Ray-nelle Cobb, Queen Lili'uokalani Children's Center
2. Mr. Dennis Fern, Board of Directors, ALU LIKE INC.
3. Ms. Laurelle Lee, Papa Ola Lōkahi
4. Ms. Katrina Kapā Oliveira, Kawaihuelani Center for Hawaiian Language, University of Hawai'i at Mānoa
5. Ms. Diane Paloma, Native Hawaiian Health Program, The Queen's Health Systems
6. Ms. Mele Spencer, Keaukaha-Pana'ewa Farmers Association
7. Mr. Edward Wendt, Maui Taro Farmer

The salary recommendations of the Commission are due by the twentieth legislative day of the 2012 Legislative Session (February 16, 2012) and become effective as of the date of the recommendations unless the Legislature disapproves the recommendations by adoption of a concurrent resolution prior to adjournment sine die of the Legislative Session. The Commission is dissolved upon the completion and submission of their recommendations.

IV. Past OHA Salary Commissions

The first Advisory Commission on OHA Trustees' Compensation was appointed in 1992 and provided recommendations to the State Legislature in 1993. The 1993 Legislature set the OHA Trustees' salaries at \$32,000 per year, with the Chairperson receiving an additional \$5,000, and made provision for regular adjustment of the salaries every four years by a salary commission. In 1996, no appointments were made. In 1999, the Legislature amended the HRS Chapter 10-9.5 in order that the next duly appointed Salary Commission would submit recommendations to the 2000 Legislature. The Salary Commission appointed in 2000 recommended no salary adjustment.

The Salary Commission formed in 2004 recommended that the Trustees annual salary be established at \$41,000 and \$47,000 for the Chairperson. The Commission recommended that this salary remain constant for the statutorily mandated, four-year period.

The 2008 OHA Salary Commission recommendations included a base or starting annual salary of \$57,000 for the Chairperson and \$50,004 for the Trustee. Additionally, the Commission recommended a 3.5% annual increase effective at the start (July 1) of the 2009, 2010 and 2011 fiscal years. These salaries are specified in the Table 2 below:

Table 2: 2008 Salary Recommendations for OHA Trustees			
Starting	Ending	Chairperson	Trustees
February 11, 2008	June 30, 2009	\$57,000	\$50,004
July 1, 2009	June 30, 2010	\$59,004	\$51,756
July 1, 2010	June 30, 2011	\$61,068	\$53,568
July 1, 2011	Effective Date*	\$63,204	\$55,440
* This is the date the 2012 OHA Salary Commission recommendations go into effect.			

V. Guiding Principles and Considerations:

The Commission adopted the following guiding principles to conduct their work:

- a. The salary of OHA Trustees needs to be fair and equitable.
- b. The recommendations of the Commission are for the position of OHA Trustee and not reflective of the OHA Trustee currently in office.
- c. The recommendations of the Commission are solely for the salary of the OHA Trustees as expressed in statute.
- d. The compensation needs to adequately reflect the fiduciary responsibility maintained by the OHA Trustees.
- e. Compensation needs to be sufficient to attract (or at least, not discourage) candidates from seeking the elected office of OHA Trustee.
- f. Annual cost-of-living increases should be considered as a possibility.

VI. Duties and Responsibilities of OHA Trustees:

Pursuant to State law (HRS §10-5 and §10-6), the Trustees for the Office of Hawaiian Affairs are charged with broad powers, duties and responsibilities, among which include in part, and in summary:

- Managing the income and proceeds from the pro rata portion of the Public Land Trust;

- Controlling real property held by OHA;
- Formulating policies related to Hawaiians;
- Providing grants and technical and financial assistance to individuals, organizations, and agencies;
- Developing and continually updating a strategic plan for OHA;
- Assisting in the development of state and county agency plans for native Hawaiian and Hawaiian programs and services;
- Advising and coordinating with Federal, State, and County officials regarding Hawaiians and Hawaiian programs; and
- Promoting and assisting the establishment of agencies to serve native Hawaiians and Hawaiians.

In carrying out their fiduciary responsibilities, Trustees serve in a year round capacity. In addition to regular Board of Trustee meetings, there are two standing committees of the whole: 1) Beneficiary Advocacy and Empowerment and 2) Asset and Resource Management. Further, the two committees periodically hold joint meetings.

The Commission assessed the meeting schedule for OHA Trustees in Calendar Years 2010 and 2011 and determined that there were 53 Board of Trustee meetings, 35 BAE meetings, 32 ARM meetings and 14 joint committee meetings for a total of 134 meetings. This averages 5-6 meetings a month.

In addition to regular internal meetings, OHA Trustees are also called upon by the Executive and Legislative Branches to serve on various Boards and Commissions.

Trustees convene and attend periodic community meetings on each island statewide, and travel to Washington, D.C. to advocate with Members of Congress and the Administration.

VII. Trustee Current Salary and Fringe Benefit Package:

In addition to the salary, OHA Trustees also receive a cash fringe in the form of an allowance and, for the Chairperson, a protocol fund. Both the allowance and protocol fund are intended to assist the Trustees in the functions of their office and are not considered as part of their annual salary.

OHA Trustees receive a fringe benefit package comparable to OHA employees and other State government officials. These benefits are described in Table 3 below.

	Annual Amount		
Categories	Chair	Trustee	Authority
Wage/Salary	63,204	55,440	HRS §10-9(a)
Cash Fringe			
Trustee Allowance	7,200	7,200	HRS §10-9(c)
Protocol Fund	5,200	0	HRS §10-9(c)
Total Cash	75,604	62,640	
Non-Cash Fringe	See Notes Below		
State Health Fund (EUTH)	Yes ⁽¹⁾	Yes ⁽¹⁾	HRS Chapter 87A
State Retirement Plan (ERS)	Yes ⁽²⁾	Yes ⁽²⁾	HRS §88-54.5
Group Term Life Ins.	Yes ⁽³⁾	Yes ⁽³⁾	HRS § 10-9(b)
Paid Holidays	Yes ⁽⁴⁾	Yes ⁽⁴⁾	HRS §8-1
Workers Compensation	Yes ⁽⁵⁾	Yes ⁽⁵⁾	HRS Chapter 386
Temporary Disability Insurance (TDI)	Yes ⁽⁶⁾	Yes ⁽⁶⁾	HRS § 10-9(b), and §§ 392-5, 392-27
Island Saving Plan (Deferred compensation)	Yes ⁽⁷⁾	Yes ⁽⁷⁾	HRS § 10-9(b)
Mileage reimbursement	Yes ⁽⁸⁾	Yes ⁽⁸⁾	HRS § 10-9(b)
Vacation and Sick Leave	No ⁽⁹⁾	No ⁽⁹⁾	HRS §78-23

Notes:

- (1) State contribution toward premiums depends on the type of plan selected by Trustee. A wide range of health care plans is offered to eligible employees

and their families. Plans include Medical, Prescription Drug, Vision, and Dental. There is no enrollment waiting period, coverage is immediate.

- (2) State contribution toward a plan depends on the type of plan in which Trustee is enrolled. Premiums are pre-tax contributions. The benefits Trustees receive are identical to those received by other State elected officials (i.e., State Legislature). Additionally, Trustees who were in office prior to being included in the Employee Retirement System have been allowed to “buy back” into the system. Upon retirement, medical coverage is identical to any other State retiree if eligibility requirements are met.
- (3) Trustees are provided group term life insurance at no cost. Benefit amount is dependent upon the age. Portability is also offered with this plan.
- (4) Trustees receive 13 days paid holidays in a non-election year and 14 days in an election year.
- (5) Trustees are covered by OHA self-insurance workers compensation plan.
- (6) Trustees are covered by TDI law and subject to eligibility requirements.
- (7) Trustees can decide how much of their salary they wish to contribute to the savings plan (pre-tax basis) and how to invest their contribution.
- (8) Trustees receive 55.5 cents per mile for reimbursement.
- (9) Unlike other State employees, Trustees do not receive 21 days of vacation and 21 days of sick leave.

Given the general similarities between the fringe benefit packages for OHA Trustees and that of OHA staff and other State employees, it is difficult to make a monetized distinction between the differences, particularly with regard to the Employee Retirement System or in calculating vacation and sick leave credits. Subsequently, and for the purpose of developing salary recommendations, fringe benefits were not further considered.

VIII. Analysis Methodology:

- a. Review of 2012 salaries of selected elected officials.

In this analysis, the four County Councils of Hawai‘i and the Hawai‘i State Legislature were evaluated.

The State Legislature was considered for comparison because the State Salary Commission (March 2007) had reasoned that the Legislature, in their function, duties, and responsibilities is equivalent to those of the four county councils, with the exception that the calendar and agenda are compressed into a four-month period. As a result, the State Salary

Commission recommended that the salary of the Legislators should be comparable to those of county council members.

It should be noted that there are differences in the salaries, annual adjustments (if any), and timing of the salary increases between each county and the State Legislature. For example, Hawai'i County formerly considered duration in office (seniority) in calculating salary, but a step freeze began in 2010; whereas, the other three counties and State Legislature do not consider seniority.

A review of the notes below Table 4 show the State Legislature took a 5% pay cut in 2009 remaining through December 31, 2013 pursuant to Act 57; the Honolulu Council took a 5% pay reduction effective 7/1/2011; the Maui County Council froze salaries since 2/14/2010, and in 11/13/2010 three Council Members volunteered to take about a 4.5% pay reduction; as of 2/17/2010, Hawaii County Council no longer has an annual step increase. Further it was learned that as a result of the enactment of Act 57 into law in 2011, it is anticipated that the salaries of the State Legislature leadership and members will be restored automatically to a higher salary rate in Calendar Year 2014, assuming no additional law change on salary.

Despite these differences however, there is a general consistency between the salaries established for leadership and remaining members. The chair to member differential is approximately 9 percent. Past OHA Salary Commissions as well as the State Legislature have maintained similar chair to member differentials.

For the purposes of conducting analyses, the salaries of the four county councils and State Legislature were reviewed and average calculations conducted. A total of two averaging analyses were performed:

- All four counties plus the Legislature at their current salary;
- All four counties plus the Legislature at their current salary with the high and low salaries deleted;

b. Analyzing the Concept of a Possible Annual Adjustment:

In reviewing and researching cost of living for Hawai'i, estimated values have ranged over time as well as geographic location (i.e., island). The Social Security Administration, County and State Salary Commissions, collective bargaining agreements, and other agencies, like OHA, have varied interpretations of a cost of living and the application to annual pay increases. These estimates have typically ranged from three to five percent. The annual Honolulu Consumer Price Index varies and could be applied. Also, the Hawai'i Employers Council Survey and national

business articles were reviewed suggesting 2% annual salary increases were a possibility in the up-coming year for the private sector.

Consequently, a cost of living percentage of 3.6, as could a 2.8 adjustment consistent with Honolulu CPI, could be applied to the base, and varied in future years as described in scenarios below. It is noted that these indicators change annually, with CPI possibly a negative.

It was noted that in terms of OHA budgeting, possibly a result of belt tightening, OHA staff has not had an annual across-the-board percentage increase since FY 2009. Beginning FY 2010, effective July 1, 2009 there have been no across-the-board staff salary increases. Prior to that point in time, staff received an annual across-the-board percentage increase consistent with some state employees. It was also reasoned that a significant reorganization triggered by approval of OHA's 2010 Strategic Plan resulted in fewer staff handling the same work load.

Upon inquiry of OHA Corporate Counsel, it was learned that the annual 3.5 increase in Trustee salary recommended by the 2008 OHA Salary Commission, and affirmed by the State Legislature, could not be rejected or refused by Trustees because it was a legislative decision and set by statute. In other words, neither individual Trustees nor the Board of Trustees as a body could reduce Trustee salaries by personal choice or vote because salary is set by statutory process with the legislature as final decision-maker.

The possibility of salary cuts or no annual adjustment was discussed given economic realities and belt-tightening that has occurred since at least 2009, and is anticipated to continue somewhat, at least through 2013.

IX. Analysis Discussion

Given the methodology outlined above, the analysis discussion is presented in two sections: a) Base Salary; and b) Base salary and the concept of a possible annual or periodic adjustment.

a. 2012 Base Salary:

The comparison of elected officials current salaries reveals a range for chair/leadership from \$71,500 to \$54,336 and remaining members from \$66,500 to \$48,708, and the average salaries for the chair/leadership ranging between \$60,317.82 and \$58,584.36; and for the remaining members between \$54,346.50 and 52,174.67. These results are shown in Table 4 below, Option 1 and 2.

TABLE 4: ANALYSIS OF ELECTED OFFICIALS			
	Annual Salary 2/11/08	Salary Effective Jan. 2009, as of 2/11/08	Current Annual Salary, as of 2/6/2012
State Legislature - 1			
Senate President/House Speaker	\$43,400	\$56,208	\$56,208
Senators/Representatives	\$35,900	\$48,708	\$48,708
Honolulu City Council - 2			
Chair	\$55,020	\$55,020	\$55,666.08
Council Members	\$49,245	\$49,245	\$49,823.52
Maui County Council - 3			
Chair	\$71,500	\$71,500	\$71,500
Council Members	\$66,500	\$66,500	\$66,500
Hawai'i County Council-4			
Chair	\$43,574	\$43,574	\$54,336
Council Members	\$39,240	\$39,240	\$47,928; \$48,924; \$49,920* options
Kaua'i County Council - 5			
Chair	\$39,500	\$59,699	\$63,879
Council Members	\$35,100	\$53,066	\$56,781
Averages:			Option 1*
Chair/Leadership			\$60,317.82
Members			\$54,346.50
Averages without High & Low:			Option 2*
Chair/Leadership			\$58,584.36
Members			\$52,174.67

Note 1: Legislators extended 5% pay reduction through 12/31/2013, Act 57

Note 2: Eff. 7/1/2011 took 5% less than Salary Commission approved

Note 3: Freeze since 2/14/2010, 11/13/2010 three volunteered about 4.5% pay reduction

Note 4: No step increases on 12/1 after elections, effective 2/17/2010

Note 5: Salary froze as is, eff. August 5, 2011 via County Salary Commission

Info: 1/12-HI Council on Revenues: revenue growth projection= 14.5 to 11% for FY 12;
1/23/12-SOH DOLIR – HNL CPI-W =2.8% Inc. CY 12; SSN COLA eff. 12/30/11=3.6%

- b. Base salary and the concept of a possible annual or periodic adjustment:

Various scenarios of adjustment were considered including annual Cost of Living Increase using Social Security amount, a temporary decrease, a one-time annual increase, flat or no change annually, an annual adjustment based on the Honolulu Consumer Price Index (CPI), and the 2% increase in salaries anticipated based on the Hawai'i Employers Council Survey and national business articles.

It was felt that care should be taken to view OHA as a whole organization. Trustees are elected leaders, who should lead by example. OHA is a whole organization with Trustees and staff. Beneficiaries depend on the work of OHA Trustees and the work of OHA staff, and salaries and budgeting parameters should be fair for all.

X. Findings

In reviewing the various options, the Commission decided it was fiscally prudent at this time, and fair, to maintain the current Trustee salary amount for the Chairperson and Trustees for Fiscal Year 2012, Fiscal Year 2013 and Fiscal Year 14. Regarding the Trustee salary for the period 7/1/2014 – 6/30/2015 a formula was used: Starting with the base of \$63,204 for the Chairperson and \$55,440 for the other OHA Trustees, the Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2012 – 6/30/2015 or the annual Honolulu Consumer Price Index (CPI) for prior year ending 12/31/2013, but not less than zero.

XI. Draft Salary Recommendations and Solicitation of Public Comments

As a result of the above analysis, discussion and findings, the OHA Salary Commission approved a draft report and draft recommendations for the salary of the OHA Trustees on February 10, 2012.

The Commission directed that the draft recommendations be made available for public review and comment. A public notice of the availability of the Draft Report and Recommendations was released on February 10, 2012. In the notice, interested persons were invited to submit their comments via email at ohasalarycommission2012@gmail.com, or in person at the Commission's meeting on February 15, 2012, at Noon at ALU LIKE INC. The Draft Report and Recommendations were uploaded to the OHA website, and the 2012 OHA Salary Commission sought public comments on the DRAFT report and recommendations in a press release dispersed by OHA staff to statewide media outlets on February 10, 2012.

XII. Review of Draft Salary Recommendations and Public Comments

On February 15, 2012, the Salary Commission convened its third meeting to review the Draft Report and Recommendations and consider the community comments and testimony submitted before finalizing the report and recommendations.

It should be noted that Commissioners worked intensively within the short time available for them to conduct review and analysis, seek and review public comments and complete their kuleana. Between February 3, 2012 and February 10, 2012 general input from the public was sought on Trustee salary. From February 10, 2012 and February 15, 2012, inclusive, comment was sought on the 2012 OHA Salary Commission DRAFT Trustee salary report and recommendations. No oral or written testimony was provided by the public at the three publicly noticed 2012 OHA Salary Commission meetings. Comments were received via email as follow:

Received on February 13, 2012,

No OHA Trustee Salary

Aloha mai kākou,

My kūpuna were lawai‘a and canoemakers from Kapalilua since 1777; however, I was born and raised in Niu Valley.

I am opposed to salaries for the Trustees of the Board of the Office of Hawaiian Affairs. The Trustees, like many Directors on non-profit Boards, should have a passion to help Kanaka Maoli without regard to compensation. I am on the Board of my community association, the Maunalua Fishpond Heritage Center, Aloha ‘Āina ‘O Kamilo Nui, and on various committees of other Boards, including my neighborhood board. I am never paid, nor would I want to be paid.

My father was there at the inception of OHA, attended meetings and gave his mana‘o as to what things OHA should be doing. At the time, Trustees made \$100 per meeting, which was more than enough compensation.

Today, it is obscene that Trustees who never come into the office or attend only a few meetings a year, should make \$55,440. If you are going to pay Trustees, the salary requirement needs to be based on the participation of each Trustee. I would prefer \$100 per meeting or \$100 per day that they are actually in the office doing work.

Also, at election time, the attendance of every Trustee must be published to ensure that ka po‘e are adequately being represented. He po‘e ho‘opiha wa‘a.

*Mahalo, Jeannine Johnson
Honolulu, Hawai‘i 96821
"PUPUKAHI I HOLOMUA"
(Unite in Order to Progress)*

Received on February 15, 2012,

OHA Salary Commission Draft Report & Recommendations - 7/01/11-6/30/15

Good Morning:

- 1) *Good work*
- 2) *Good recommendations, using the current pay structure of other elected officials*

However, Page 5, VI. Duties and responsibilities of OHA Trustees -Formulating policies related to Hawaiians. SORRY! 'A'OLE

OHA TRUSTEES AND CHAIRMAN DO NOT FORMULATE POLICIES FOR THE BENEFICIARIES!

OHA TRUSTEES AND CHAIRMAN RECOMMEND POLICIES FOR PROGRAMS OFFERED TO HAWAIIANS-

Dictating policies on how beneficiaries live, act, respond to, address concerns is

outside the chairman and trustees scope of responsibilities.

Therefore, bullet point #3 is recommended to be revised/amended as follows:

Formulating policies related to programs offered to and for the benefit of Hawaiians.

Thank you!

M Kapuniai, Waimea Hawaiian Homesteaders' Association, Inc.

Commissioners are very appreciative that these individuals took the time to review the report and recommendations, and submit written comment. Commissioners view meeting attendance as part of the duties and responsibilities of the position of elected Trustee, and suggested the next Commission explore this further as to what option relative to salary there is within the law. Commissioners reviewed the current duties and responsibilities of the Trustees as elected officials and fiduciaries working for betterment of conditions of native Hawaiians and Hawaiians as set by the state Constitution and statutes, and the OHA Board of Trustees Bylaws, and considered a salary reflective of the work and expertise required for the position. The full phrase on the Board of Trustees powers and duties relative to policy in Hawai'i Revised Statute section 10-5 reads, "(4) *Formulate policy relating to the affairs of native Hawaiians and Hawaiians, provided that such*

policy shall not diminish or limit the benefits of native Hawaiians under article XII, section 4, of the state Constitution.”

One Commissioner reported receiving oral feed back from some beneficiaries, and summarized that these beneficiaries paid attention to the work of the Commission and gave high marks for the work completed in a short time, and for the thoughtful, timely decisions. Further, that they commend the 2012 OHA Salary Commission for their work, using their intelligent minds for matters important to beneficiaries. Commissioners appreciated this feed back.

Another Commissioner reported an inquiry as to whether or not Trustees can have another job. The understanding is that Trustees can have another job, if it does not interfere with their duties and responsibilities as elected Trustees, and is within the ethics laws.

Commissioners reviewed and considered the above comments at the February 15, 2012 meeting of the 2012 OHA salary Commission.

XIII. Recommendations

As a result of the analysis, discussion and findings described in this report, the OHA Salary Commission approved the recommendations for the salary of the OHA Trustees on February 15, 2012.

These recommendations are:

Table 1: Salary Recommendations for OHA Trustees			
Starting	Ending	Chairperson	Trustees
July 1, 2011	June 30, 2012	\$63,204	\$55,440
July 1, 2012	June 30, 2013	\$63,204	\$55,440
July 1, 2013	June 30, 2014	\$63,204	\$55,440
July 1, 2014	June 30, 2015	\$(see formula below)	\$(see formula below)

Formula for Fiscal Year 2015. Regarding the Trustee salary for the period 7/1/2014 – 6/30/2015: Starting with the base of the \$63,204 for the Chairperson and \$55,440 for the other OHA Trustees, the Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2012 – 6/30/2015 or the annual Honolulu Consumer Price Index (CPI) for prior year ending 12/31/2013, but not less than zero.

Note: July 1, 2015 is the date the 2016 OHA Salary Commission recommendations go into effect.

In summary the recommendations maintain the current salary of \$63,204 for the OHA Chairperson and the current salary of \$55,440 for the other OHA Trustees, for Fiscal Year 2012, Fiscal Year 2013 and Fiscal Year 2014. For Fiscal Year 2015 the salary amount for the Chairperson and Trustees is determined by the above formula.

In accordance with HRS Chapter 10-9.5, these salary recommendations are effective immediately, unless the Hawai'i State Legislature disapproves through the passage of a concurrent resolution prior to the adjournment sine die in May 2012.

With the approval of the salary recommendations, the 2012 OHA Salary Commission dissolved by unanimous vote at the adjournment of its meeting on February 15, 2012.

2016 Office of Hawaiian Affairs Salary Commission

February 17, 2016

The Honorable David Y. Ige
Governor, State of Hawai‘i
Executive Chambers, Hawai‘i State Capitol
Honolulu HI 96813

The Honorable Ronald D. Kouchi
Senate President
Room 409, Hawai‘i State Capitol
Honolulu HI 96813

The Honorable Joseph M. Souki
Speaker of the House
Room 431, Hawai‘i State Capitol
Honolulu HI 96813

Subject: Report and Recommendations of the 2016 OHA Salary Commission

Aloha Governor Ige, President Kouchi and Speaker Souki:

The 2016 Salary Commission for the Board of Trustees of the Office of Hawaiian Affairs (OHA), in furtherance of its statutory duties and responsibilities, has completed its study and review and submits this proposed salary recommendation for the OHA Trustees. On February 17, 2016, the Commission voted to approve the “Final Report and Recommendations Regarding the Salary of the Board of Trustees of the Office of Hawaiian Affairs” (attached).

By Hawai‘i law, Hawai‘i Revised Statutes (HRS) Section 10-9.5, the Hawai‘i Governor appoints an OHA Salary Commission every four years. The 2016 OHA Salary Commission was appointed on January 15, 2016, and tasked with making recommendations for the salaries of the Board of Trustees for the Office of Hawaiian Affairs before the 20th legislative day, or February 22, 2016, of the regular session. The Commission took its duty seriously and strongly recommends that ample time be provided for public comment. Specifically, the late January appointments severely constrained analysis, created a bias for the status quo and suggested that the Commission’s work is of little consequence. Given the importance of the task and the need for timely public input, we strongly urge that Commissioners to the 2020 OHA Salary Commission be appointed as provided for by law on or before August 31, 2019.

Pursuant to HRS Chapters 92, 92-F, and 94, the process and deliberations of the 2016 OHA Salary Commission were open and prudent. The Commission carefully reviewed the duties and responsibilities of the OHA Trustees, their current compensation and benefit package, the financial and programmatic growth of the organization, current staff compensation, the recommendations of past OHA Salary Commissions, the compensation of comparable state and county elected officials, as well as economic indicators, including the consumer price index, the forecast of the Council on Revenues and Social Security cost of living adjustments.

On February 10 - 15, 2016, Commissioners solicited public comment through the Commission’s notice of opportunity to submit written comments via email at ohasalarycommission2016@oha.org. The Commission shares the concerns of the public comment received on February 17, 2016, that [he was] “*disturbed by the fact that the public comment period was only 5 days and that complete community input will suffer as such and not*

fully reflect the sentiments of OHA's Native Hawaiian beneficiaries", and urges greater attention be given to the timeliness of all future salary commission appointments to ensure a more meaningful and democratic form of participation by the public in this process.

In sum, the 2016 OHA Salary Commission for the OHA Board of Trustees recommends that Trustee salary levels be calibrated with OHA staff adjustments and changes with the Honolulu Consumer Price Index.

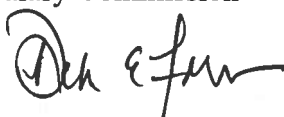
With its approval of the salary recommendations, the 2016 OHA Salary Commission dissolved by unanimous vote at the adjournment of its meeting on February 17, 2016.

Mahalo nui loa,

2016 Office of Hawaiian Affairs Salary Commission



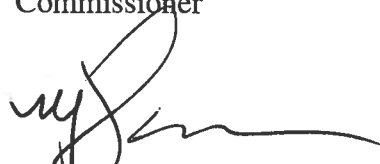
Kippen de Alba Chu
Commissioner



Dennis Fern
Commissioner



Moses K. N. Haia, III
Commissioner



Neil J. Hannahs
Commissioner



Jalna Keala
Commissioner



Diane S. L. Paloma
Commissioner

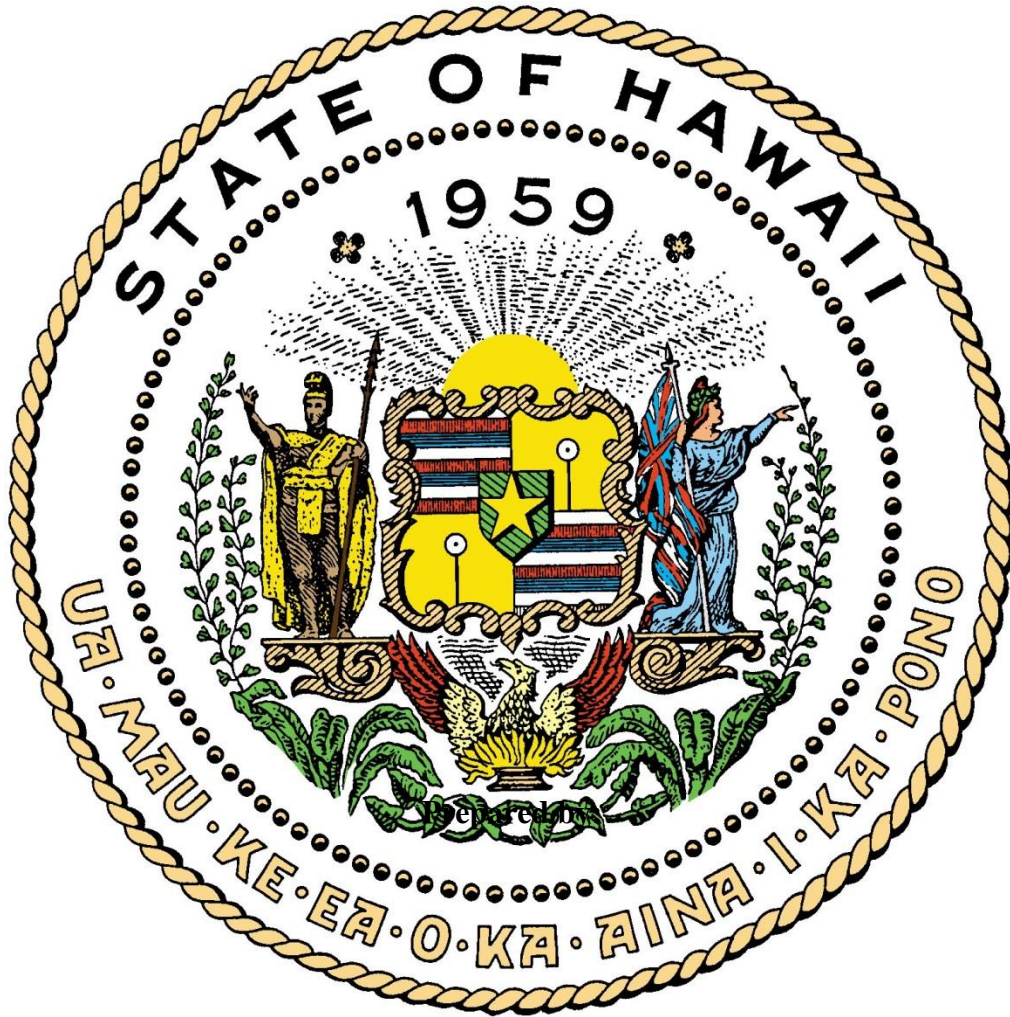


Wendell W. Perry, Jr.
Commissioner

Attachment – Report and Recommendations of the 2016 OHA Salary Commission

- c: The Honorable Robert K. Lindsey, Jr., Chairperson, Office of Hawaiian Affairs
- The Honorable Dan Ahuna, Vice-Chairperson, Office of Hawaiian Affairs
- The Honorable Lei Ahu Isa, Trustee, Office of Hawaiian Affairs
- The Honorable Rowena Akana, Trustee, Office of Hawaiian Affairs
- The Honorable Peter Apo, Trustee, Office of Hawaiian Affairs
- The Honorable Haunani Apoliona, Trustee, Office of Hawaiian Affairs
- The Honorable Carmen Hulu Lindsey, Trustee, Office of Hawaiian Affairs
- The Honorable Colette Machado, Trustee, Office of Hawaiian Affairs
- The Honorable John Waihe'e, IV, Trustee, Office of Hawaiian Affairs
- Kamana'opono M. Crabbe, Ph.D., Ka Pouhana, Office of Hawaiian Affairs

**REPORT AND RECOMMENDATIONS
REGARDING THE SALARY OF THE
BOARD OF TRUSTEES OF THE
OFFICE OF HAWAIIAN AFFAIRS**



**2016 OHA SALARY COMMISSION
FEBRUARY 17, 2016**

**2016 OHA Salary Commission
Report and Recommendations
Regarding the Salary of the
Board of Trustees for the Office of Hawaiian Affairs**

February 17, 2016

I. Recommendations

The 2016 Office of Hawaiian Affairs (OHA) Salary Commission (Commission) has completed its analysis, discussion and findings, and on February 17, 2016 approved the recommendations regarding the salary of the OHA Trustees (Trustees).

a. Process

By Hawai'i law, Hawai'i Revised Statutes (HRS) Section 10-9.5, the Hawai'i Governor appoints an OHA Salary Commission every four years. The 2016 OHA Salary Commission was appointed on January 15, 2016, and tasked with making recommendations for the salaries of the Board of Trustees for the Office of Hawaiian Affairs before the 20th legislative day, or February 22, 2016, of the regular session. The Commission took its duty seriously and strongly recommends that ample time be provided for public comment. Specifically, the late January appointments severely constrained analysis, created a bias for the status quo and suggested that the Commission's work is of little consequence. Given the importance of the task and the need for timely public input, we strongly urge that Commissioners to the 2020 OHA Salary Commission be appointed as provided for by law on or before August 31, 2019.

b. Salary

Table 1: Salary Recommendations for OHA Trustees			
Starting	Ending	Chairperson	Trustees
July 1, 2015	June 30, 2016	\$64,164	\$56,280
July 1, 2016	June 30, 2017	\$64,164	\$56,280
July 1, 2017	June 30, 2018	\$(see formula below)	\$(see formula below)
July 1, 2018	June 30, 2019	\$(see formula below)	\$(see formula below)
<p>Formula for Fiscal Year 2018. Regarding the Trustee salary for the period 7/1/2017 – 6/30/2018: Starting with the base of \$64,164 for the Chairperson and \$56,280 for each of the other OHA Trustees, the Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2016 – 6/30/2018 or the annual Honolulu Consumer Price Index (CPI) for the prior year ending 12/31/2016, but not less than zero.</p> <p>Formula for Fiscal Year 2019. Regarding the Trustee salary for the period 7/1/2018 – 6/30/2019: The Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2017 – 6/30/2019 or the annual Honolulu Consumer Price Index (CPI) for the prior year ending 12/31/2017, but not less than zero.</p> <p>Note: July 1, 2019 is the date the 2020 OHA Salary Commission recommendations go into effect.</p>			

In summary, the recommendations maintain the current salary of \$64,164 for the OHA Chairperson and the current salary of \$56,280 for the other OHA Trustees, for Fiscal Year 2016 and Fiscal Year 2017. Fiscal Year 2018 and Fiscal Year 2019 should use the formula determined above.

In accordance with HRS Chapter 10-9.5, these salary recommendations are effective as of the date of the recommendations unless the legislature disapproves the recommendation by adoption of a concurrent resolution prior to its adjournment sine die in May 2016.

The details of the Commission's study and the basis for its recommendations are provided in the report below.

II. Background

The Governor appointed the 2016 OHA Salary Commission on January 15, 2016. The Commission urges the Governor to begin the process of appointment of the OHA Salary Commission in August of the year prior to the date the Commission Report and Recommendations are due to the Legislature. Given the appointment date and the date the Commission must make its recommendation (the 20th legislative day, February 22, 2016), the turn-around time was extremely short; and ensuring due diligence required each Commissioner and the staff assisting it to complete its task in a severely limited timeframe. This compressed timeframe also resulted in the shortening of the public comment period.

The shortened time frame made it difficult to find meeting dates that worked for all seven Commissioners. Thanks to the flexibility and willingness of each Commissioner and each OHA staff member who assisted the Commission, it was able to set meeting dates to accommodate most Commissioners, and provided public notice consistent with Hawai'i's Sunshine Law. The Commissioners planned their task and conducted their business prudently within the allotted time. The Commission publicly noticed and convened meetings on February 2, 8, 16, and 17, 2016.

During the course of these meetings, the Commission reviewed its statutory mandate, the history and recommendations of previous commissions, pertinent sections of HRS Chapter 10, the Bylaws of OHA Board of Trustees, the 2015 OHA Annual Report, the OHA Strategic Plan 2010 – 2018, the duties and responsibilities of the OHA Trustees and their current compensation and benefits, OHA statistics on staffing numbers and salary changes, researched and analyzed the salaries of comparable elected officials and OHA staff, reviewed economic indicators and forecasts, and engaged in healthy discussions of each. This Commission adopted five of the six principles the 2012 Commission used to prepare and finalize their recommendations¹.

OHA Salary Commissioners noted that beneficiaries hold their elected OHA Trustees to a high cultural and fiduciary standard. As leaders who have a mandate to better the conditions for native Hawaiians, the Board continually balances Hawaiian cultural views with their fiduciary oversight responsibilities of a large trust fund. For those reasons the

¹ See page 5 of the 2012 OHA Salary Commission Report and Recommendations, V. Guiding Principles and Considerations: Letter "e" not adopted by the 2016 Commission; e. Compensation needs to be sufficient to attract (or at least not discourage) candidates from seeking the elected office of the OHA Trustee.

Commission viewed its kuleana as demanding prudent and fair decision-making to compensate equitably.

Commissioners agreed that they are not conducting a performance evaluation because the Salary Commission kuleana is to set the salary rate for the positions of Trustee and Chairperson, and not to evaluate the performance of any individual. However, one Commissioner felt it important to note that “modern compensation” puts greater weight on results and impact and not just activity as seems to be the case in the 2012 report, which focused on presence, attendance, and time. This suggests that Trustees’ compensation should be linked to their contributions to fostering the achievement of organizational goals and enhancement of the well-being of our lāhui. Unfortunately, the Commission was unable to determine how to incorporate this best practice without exceeding its charter by requiring performance goal-setting and assessment of the trustees.

In the discussion, more than one Commissioner expressed the belief that they expected these leaders to lead by example, and that the percentage of increase for Chairmanship and Trustees should align with the percentage increase of staff salaries, if any.

Commissioners reviewed data, OHA’s activities, OHA pay and staffing, the 2012 report and recommendation from the prior OHA Salary Commission and a host of other relevant factors. The current economic conditions and forecasts were considered.

III. The 2016 OHA Salary Commission and its Statutory Responsibilities

The Commission was established pursuant to HRS Chapter 10-9.5 to study and make recommendations to the State Legislature on appropriate salary for the Board of Trustees of OHA. The Commission is formed every four years and consists of seven members appointed by the Governor from nominations submitted by Native Hawaiian organizations.

On January 15, 2016, Governor David Y. Ige appointed the following seven members to the Commission:

1. Mr. Kippen de Alba Chu, Friends of ‘Iolani Palace nominee
2. Mr. Dennis Fern, Queen Lili‘uokalani Children’s Center nominee
3. Mr. Moses K. N. Haia, III, Native Hawaiian Legal Corporation nominee
4. Mr. Neil J. Hannahs, Kamehameha Schools’ nominee
5. Ms. Jalna Keala, Association of Hawaiian Civic Clubs’ nominee
6. Mrs. Diane S. L. Paloma, The Queen’s Health Systems’ nominee
7. Mr. Wendell W. Perry Jr., Hawai‘inuiākea School of Hawaiian Knowledge nominee

The Commission held its first meeting on February 2, 2016, at which time the simple majority agreed to act as equals on the Commission and not elect a Chair. OHA staff facilitated all meetings of the Commission.

The salary recommendations of the Commission are due by the twentieth legislative day of the 2016 Legislative Session (February 22, 2016) and become effective as of the date of the recommendations, unless the Legislature disapproves the recommendations by adoption of a concurrent resolution prior to adjournment sine die of the Legislative Session. The Commission is dissolved upon the completion and submission of its recommendations.

IV. Past OHA Salary Commissions

The first Advisory Commission on OHA Trustees' Compensation was appointed in 1992 and provided recommendations to the State Legislature in 1993. The 1993 Legislature set the OHA Trustees' salaries at \$32,000 per year, with the Chairperson receiving an additional \$5,000, and made provision for regular adjustment of the salaries every four years by a salary commission. In 1996, no appointments were made. In 1999, the Legislature amended the HRS Chapter 10-9.5 in order that the next duly appointed Salary Commission would submit recommendations to the 2000 Legislature. The Salary Commission appointed in 2000 recommended no salary adjustment.

The Salary Commission formed in 2004 recommended that the Trustees annual salary be established at \$41,000 and \$47,000 for the Chairperson. The Commission recommended that this salary remain constant for the statutorily mandated, four-year period.

The 2008 OHA Salary Commission recommendations included a base or starting annual salary of \$57,000 for the Chairperson and \$50,004 for the Trustee. Additionally, the Commission recommended a 3.5% annual increase effective at the start (July 1) of the 2009, 2010 and 2011 fiscal years. These salaries are specified in the Table 2 below:

Starting	Ending	Chairperson	Trustees
February 11, 2008	June 30, 2009	\$57,000	\$50,004
July 1, 2009	June 30, 2010	\$59,004	\$51,756
July 1, 2010	June 30, 2011	\$61,068	\$53,568
July 1, 2011	Effective Date*	\$63,204	\$55,440
* This is the date the 2012 OHA Salary Commission recommendations go into effect.			

The 2012 OHA Salary Commission recommendations maintain the current salary of \$63,204 for the OHA Chairperson and the current salary of \$55,440 for the other OHA Trustees, for Fiscal Year 2012, Fiscal Year 2013 and Fiscal Year 2014. For Fiscal Year 2015 the salary amount for the Chairperson and Trustees is determined by the formula in the Table 3 below.

Starting	Ending	Chairperson	Trustees
July 1, 2011	June 30, 2012	\$63,204	\$55,440
July 1, 2012	June 30, 2013	\$63,204	\$55,440
July 1, 2013	June 30, 2014	\$63,204	\$55,440
July 1, 2014	June 30, 2015	\$(see formula below)	\$(see formula below)

Formula for Fiscal Year 2015. Regarding the Trustee salary for the period 7/1/2014 – 6/30/2015: Starting with the base of the \$63,204 for the Chairperson and \$55,440 for the other OHA Trustees, the Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2012 – 6/30/2015 or the annual Honolulu Consumer Price Index (CPI) for prior year ending 12/31/2013, but not less than zero.

Note: July 1, 2015 is the date the 2016 OHA Salary Commission recommendations go into effect.

V. Guiding Principles and Considerations

The Commission adopted the following guiding principles to conduct their work:

- a. The salary of OHA Trustees should be fair and equitable.
- b. The recommendations of the Commission are for the position of OHA Trustee and not reflective of the OHA Trustee currently in office.
- c. The recommendations of the Commission are solely for the salary of the OHA Trustees as expressed in statute.
- d. The compensation should adequately reflect the fiduciary responsibility maintained by the OHA Trustees.
- e. Annual cost-of-living increases should be considered if possible.

VI. Duties and Responsibilities of OHA Trustees

Pursuant to State law (HRS §10-5 and §10-6), the Trustees for the Office of Hawaiian Affairs are charged with broad powers, duties and responsibilities, among which include in part, and in summary:

- Managing the income and proceeds from the pro rata portion of the Public Land Trust;
- Controlling real property held by OHA;
- Formulating policies related to Hawaiians;
- Providing grants and technical and financial assistance to individuals, organizations, and agencies;
- Developing and continually updating a strategic plan for OHA;
- Assisting in the development of state and county agency plans for native Hawaiian and Hawaiian programs and services;

- Advising and coordinating with Federal, State, and County officials regarding Hawaiians and Hawaiian programs; and
- Promoting and assisting the establishment of agencies to serve native Hawaiians and Hawaiians.

In carrying out their fiduciary responsibilities and balancing cultural views, Trustees serve in a year-round capacity. In addition to regular Board of Trustee meetings, there are two standing committees of the whole: 1) Beneficiary Advocacy and Empowerment and 2) Resource Management. Further, the two committees periodically hold joint meetings.

Over and above their regular internal meetings, OHA Trustees are also called upon by the Executive and Legislative Branches to serve on various Boards and Commissions.

Trustees also convene and attend periodic community meetings on each island statewide, and travel to Washington, D.C., to advocate with Members of Congress and the Administration.

VII. Trustee Current Salary and Fringe Benefit Package

In addition to the salary, OHA Trustees also receive a cash fringe in the form of an allowance and, for the Chairperson, a protocol fund. Both the allowance and protocol fund are intended to assist the Trustees in the functions of their office and are not considered as part of their annual salary.

OHA Trustees receive a fringe benefit package comparable to OHA employees and other State government officials. These benefits are described in Attachment A.

VIII. Analysis Methodology

- a. Review compensation of comparable state and county elected officials.
- b. Analyzing the Concept of a Possible Annual Adjustment:
It was noted that during OHA's biennium budgeting process, staff could receive an across-the-board percentage increase that is not necessarily consistent with other state employees.

Upon inquiry of OHA Corporate Counsel, it was learned that an annual 3.5 increase in Trustee salary recommended by the 2008 OHA Salary Commission, and affirmed by the State Legislature, could not be rejected or refused by Trustees because it was a legislative decision and set by statute. In other words, neither individual Trustees nor the Board of Trustees as a body could reduce Trustee salaries by personal choice or vote because salary is set by statutory process with the legislature as final decision-maker.

IX. Analysis Discussion

Given the methodology outlined above, the analysis discussion is presented using Base Salaries.

TABLE 4: ANALYSIS OF ELECTED OFFICIALS			
	Annual Salary 2/06/2012	Salary Effective 7/01/2013	Current Annual Salary, as of 2/5/2016
State Legislature – 1			
Senate President/House Speaker	\$56,208	\$63,396	\$67,680
Senators/Representatives	\$48,708	\$55,896	\$60,180
Honolulu City Council – 2			
Chair	\$55,666.08	\$58,596	\$64,872
Council Members	\$49,823.52	\$52,446	\$58,056
Maui County Council – 3			
Chair	\$71,500	\$82,225	\$82,225
Council Members	\$66,500	\$76,475	\$76,475
Hawai'i County Council–4			
Chair	\$53,220 - \$56,544	\$52,008	\$58,008
Council Members	\$47,928 - \$50,928	\$48,000	\$52,008
Kaua'i County Council – 5			
Chair	\$63,879	\$63,879	\$63,879
Council Members	\$56,781	\$56,781	\$56,781
Averages:			
Chair/Leadership			\$67,333
Members			\$60,700

Note 1: STATE LEGISLATURE

State Legislators extended 5% pay reduction through 12/31/2013, Act 57; amended to end reduction effective 6/30/2013.

In January 2014, the **State Legislature** received the following increase:

- i. Senate President/House Speaker: \$63,396 to \$65,352 3% increase
- ii. Senators/Representatives: \$55,896 to \$57,852 3% increase
- iii. Effective January, 2015, 2016, and 2017 – 2% increase

Note 2: HONOLULU CITY COUNCIL

Eff. 7/1/2011 took 5% less than Salary Commission approved. Reduction ended 6/30/2013.

In April 2015, **Honolulu** Salary Commission approved a 2.5% salary increase.

Note 3: MAUI COUNTY COUNCIL

In 2013, **Maui County** Council members received a 15% salary increase. No increase since.

Note 4: HAWAI'I COUNTY COUNCIL

In June 2014, **Hawai'i County** Salary Commission approved an 11.5% (Council Chair) and 8.3% (Council Member) salary increase effective 7/1/2014. County Council approved. No increases since.

Note 5: KAUAI COUNTY COUNCIL

In January 2016, **Kaua'i County** Salary Commission proposed the following salary increases be effective December 1, 2016:

- i) Chair Council member \$63,879 to \$71,033 - 11.2%
- ii) Council Member \$56,781 to \$63,140 - 11.2%
- iii) Same increases were proposed in 2015 but were rejected by County Council.
- iv) No salary increase since 12/1/2009.

Info: September 2015-HI Council on Revenues: revenue growth projection = 6% for FY 16 and 5.5% for FY17; January 20, 2016-BLS DOLIR – HNL CPI-W =0.5% CY 15; SSN COLA effective 2016 = 0 due to the decrease in CPI.

a. 2016 Base Salary

In comparison to the current average salaries of other elected officials, the OHA Chair's base salary is 95% of other Chair salaries, and OHA Trustees' base salary is 93% of other member salaries. These results are shown in Table 4.

b. Consistency with OHA Staff

It was felt that care should be taken to view OHA as a whole organization. Trustees are elected leaders, who should lead by example. OHA is an organization consisting of Trustees and staff. Beneficiaries depend on the collaborative work of OHA Trustees and OHA staff, and salaries and budgeting parameters should move on the same trajectory.

X. Findings

After careful review and deliberation, the Commission recommends utilization of the formula defined in Table 1.

XI. Draft Salary Recommendations and Solicitation of Public Comments

As a result of the above analysis, discussion and findings, the OHA Salary Commission approved a draft report and draft recommendations for the salary of the OHA Trustees on February 8, 2016.

The Commission directed that the draft recommendations be made available for public review and comment. A public notice of the availability of the Draft Report and Recommendations was released on February 10, 2016. In the notice, interested persons were invited to submit their comments via email at ohasalarycommission2016@oha.org; all comments were due by Monday, February 15, 2016.

XII. Review of Draft Salary Recommendations and Public Comments

On February 16, 2016, the Salary Commission convened its third meeting to review the Draft Report and Recommendations, as well as consider written and oral public comment. Commissioners worked intensively within the short time available for them to conduct review and analysis, seek and review public comment, and complete their kuleana. The Commission was deeply concerned over the limitations that the tight timeline posed; which the Commission felt strongly contributed to the minimal written comments and oral testimony submitted before finalizing the report and recommendations. The Commission emphasizes the importance and need for timely public input, and strongly urges that

Commissioners to the 2020 OHA Salary Commission be appointed on or before August 31, 2019, as provided for by law.

Between February 10, 2016 and February 15, 2016 general input on Trustee salary was sought from the public. The Commission duly notes that no written comments were received during those five days; nor did they receive oral testimony at the four publicly noticed 2016 OHA Salary Commission meetings. After the deadline of February 15, ohasalarycommission2016@oha.org received one comment. Commissioners were very appreciative that this individual took the time to review the report and recommendations, and submit the following comment:

Received on February 17, 2016
2016 Office of Hawaiian Affairs Salary Commission

Aloha Commissioners,

Mahalo for all the work that was accomplished in the short time allowed. That being said, I'm disturbed by the fact that the public comment period was only 5 days and that complete community input will suffer as such and not fully reflect the sentiments of OHA's Native Hawaiian beneficiaries.

Moreover, after reviewing the Commission's report, I do not feel that there is just compensation for OHA Trustees. It's unfair that Hawaiians always seem to take the brunt of kuleana in the private and public sectors but do so at the expense of low-pay, high expectations, performance and productivity demands. The fiduciary duties and responsibilities of OHA's trustees year-round are indeed even more formidable than any comparable Ali'i Trust trustee, state legislator or county councilmember that are well-compensated for their time and effort.

The current compensation package discourages current and future generations of Native Hawaiians to look toward the OHA trustee position. The Honolulu median income to live in Hawai'i for a family four is approximately \$82,600 (according to HUD) and median home price at \$360,000. Trustees also do not earn the state employee's benefit of 21 vacation days. Making it even more difficult for a candidate to consider the position and leaving it to be filled by a retiree or a previously accomplished business person. It's shameful and degrading for those aspiring for higher office.

I recommend that the Commission revisit the possibility of at least compensating individual OHA trustees at a salary commensurate with the cost-of-living and comparable to trustees in the private sector, namely those of the Ali'i Trust.

As a possible salary and benefit recommendation:

*OHA Chair - \$100,000 or a low six-figure income
Trustee - \$88,000
Add 21 vacation days.*

I urge the Commission to take into consideration that there are qualified Native Hawaiian candidates that are willing to take the step into public service if given the incentive to do so.

Mahalo for allowing me the opportunity to comment.

*Me ka ha'aha'a,
Don Aweau*

XIII. Recommendations

The 2016 Office of Hawaiian Affairs (OHA) Salary Commission (Commission) has completed its analysis, discussion and findings, and on February 17, 2016 approved the recommendations regarding the salary of the OHA Trustees (Trustees).

a. Process

By Hawai'i law, Hawai'i Revised Statutes (HRS) Section 10-9.5, the Hawai'i Governor appoints an OHA Salary Commission every four years. The 2016 OHA Salary Commission was appointed on January 15, 2016, and tasked with making recommendations for the salaries of the Board of Trustees for the Office of Hawaiian Affairs before the 20th legislative day, or February 22, 2016, of the regular session. The Commission took its duty seriously and strongly recommends that ample time be provided for public comment. Specifically, the late January appointments severely constrained analysis, created a bias for the status quo and suggested that the Commission's work is of little consequence. Given the importance of the task and the need for timely public input, we strongly urge that Commissioners to the 2020 OHA Salary Commission be appointed as provided for by law on or before August 31, 2019.

b. Salary

Table 1: Salary Recommendations for OHA Trustees			
Starting	Ending	Chairperson	Trustees
July 1, 2015	June 30, 2016	\$64,164	\$56,280
July 1, 2016	June 30, 2017	\$64,164	\$56,280
July 1, 2017	June 30, 2018	\$(see formula below)	\$(see formula below)
July 1, 2018	June 30, 2019	\$(see formula below)	\$(see formula below)
<p>Formula for Fiscal Year 2018. Regarding the Trustee salary for the period 7/1/2017 – 6/30/2018: Starting with the base of \$64,164 for the Chairperson and \$56,280 for each of the other OHA Trustees, the Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2016 – 6/30/2018 or the annual Honolulu Consumer Price Index (CPI) for the prior year ending 12/31/2016, but not less than zero.</p> <p>Formula for Fiscal Year 2019. Regarding the Trustee salary for the period 7/1/2018 – 6/30/2019: The Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2017 – 6/30/2019 or the annual Honolulu Consumer Price Index (CPI) for the prior year ending 12/31/2017, but not less than zero.</p> <p>Note: July 1, 2019 is the date the 2020 OHA Salary Commission recommendations go into effect.</p>			

In summary, the recommendations maintain the current salary of \$64,164 for the OHA Chairperson and the current salary of \$56,280 for the other OHA Trustees, for Fiscal Year 2016 and Fiscal Year 2017. Fiscal Year 2018 and Fiscal Year 2019 should use the formula determined above.

In accordance with HRS Chapter 10-9.5, these salary recommendations are effective as of the date of the recommendations unless the legislature disapproves the recommendation by adoption of a concurrent resolution prior to the adjournment sine die in May 2016.

With the approval of the salary recommendations, the 2016 OHA Salary Commission dissolved by unanimous vote at the adjournment of its meeting on February 17, 2016.

Attachment A – Summary Comparison of OHA Trustee Salary and Fringe Benefits (OHA Inception to Present)

	*1993 – 2004		2004 – 2008		7/1/08 – 6/30/09		7/1/09 – 6/30/10		7/1/10 – 6/30/11		7/1/11 – 6/30/14		7/1/14-present		
Categories	CHR	TRS	CHR	TRS	CHR	TRS	CHR	TRS	CHR	TRS	CHR	TRS	CHR	TRS	Authority
Wage/Salary	37,000	32,000	47,000	41,000	57,000	50,004	59,004	51,756	61,068	53,568	63,204	55,440	64,164	56,280	HRS §10-9(a)
Cash Fringe	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Trustee Allowance	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	22,200	22,200	HRS §10-9(b)
Protocol Fund		0		0		0		0		0	3,500	0	3,500	0	HRS §10-9(b)
Total Cash		39,200		48,200		57,204		58,956		60,768	75,604	62,640	86,364	78,480	
Non-Cash Fringe (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
State Health Fund (EUTH)			Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾	HRS Chapter 87A
State Retirement Plan (ERS)	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾	HRS §§88-54.5
Group Term Life Ins.			Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾	HRS § 10-9(b)
Paid Holidays			Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾	HRS §8-1
Workers Compensation	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾	HRS Chapter 386
Temporary Disability Insurance (TDI)	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾	HRS § 10-9(b), and §§ 392-5, 392-27
Island Saving Plan (Deferred compensation)			Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾	HRS § 10-9(b)
Mileage reimbursement	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾	HRS § 10-9(b)
Vacation and Sick Leave	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾	HRS §78-23

Notes:

*7/01/1989 to 6/30/1993: Section 10-9 HRS, members of the Board shall be allowed compensation at the rate of \$100/day for each day’s actual attendance at meeting.

*Prior to 7/01/1989: OHA Trustees’ compensation was at the rate of \$50/day for each day’s actual attendance at meeting.

- (1) State contribution toward premium depends on the type of plan selected by Trustee. A wide range of health care plans is offered to eligible employees and their families. Plans include Medical, Prescription Drug, Vision, and Dental. There is no enrollment waiting period, coverage is immediate.
- (2) State contribution toward a plan depends on the type of plan in which Trustee is enrolled. Premiums are pre-tax contributions. The benefits Trustees receive are identical to those received by other State elected officials (i.e., State Legislature). Additionally, Trustees who were in office prior to being included in the Employee Retirement System have been allowed to “buy back” into the system. Upon retirement, medical coverage is identical to any other State retiree if eligibility requirements are met. Effective July 1, 2002, OHA Trustees may choose to become a member of ERS, Section 88-43 HRS.

- (3) Trustees are provided group term life insurance at no cost. Benefit amount is dependent upon the age. Portability is also offered with this plan.
- (4) Trustees receive 13 days paid holidays in a non-election year and 14 days in an election year.
- (5) Trustees are covered by OHA self-insurance workers compensation plan.
- (6) Trustees are covered by TDI law and subject to eligibility requirements.
- (7) Trustees can decide how much of their salary they wish to contribute to the savings plan (pre-tax basis) and how to invest their contribution.
- (8) Trustees receive 57.5 cents per mile for reimbursement in 2015. Trustees receive 54 cents per mile for reimbursement in 2016.
- (9) Unlike other State employees, Trustees do not receive 21 days of vacation and 21 days of sick leave.

COMMISSION ON SALARIES
REPORT AND RECOMMENDATIONS
TO THE 2019 LEGISLATURE

March 13, 2019

Members:

Michael P. Irish, Chairperson
Rachael Wong, Vice Chairperson
Haunani Apoliona
Danna Holck
Cameron Nekota
Beth Tokioka
Dwayne Yoshina

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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, which is appointed every six years, 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 (collectively, “Officials”). Section 26-56, **Commission on salaries**, Hawai‘i Revised Statutes (HRS), provides supplemental information and guidance relating to the Commission.

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 legislative session.

The 2019 Commission was convened on January 3, 2019, and is submitting its report and recommendations to the Governor for submission to the 2019 State Legislature.

The intent of the 2019 Commission is to recommend salaries that are fair, with an emphasis on parity, taking into account the following:

- Appropriate pay relationships with other governmental employees.
- Attracting and retaining qualified employees to be the leaders of the State of Hawai‘i.
- The economic condition of the State and the fiscal impact of the increases.

Unless disapproved by the legislature, the recommendations of the 2019 Commission will go into effect on July 1, 2019, for the executive and judicial branch officials. The recommendations for the legislative branch officials will go into effect on January 1, 2021, 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 were adopted by the 2019 Commission:

A. EXECUTIVE BRANCH RECOMMENDATIONS

- Effective July 1, 2019 and July 1, 2020, increase the salary of the governor by 4% each year.

- Effective July 1, 2019 and July 1, 2020, increase the salaries and salary ranges of all positions (except governor) by 5% each year.
- Effective July 1, 2021; July 1, 2022; July 1, 2023; and July 1, 2024, increase the salaries and salary ranges of all positions by 2.5% each year.
- The salaries and future salary increases for the Adjutant General and Deputy Adjutant General will 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.

B. JUDICIAL BRANCH RECOMMENDATIONS

- Effective July 1, 2019; July 1, 2020; July 1, 2021; July 1, 2022; July 1, 2023; and July 1, 2024, increase the salaries of justices and judges by \$2000 each year.

C. LEGISLATIVE BRANCH RECOMMENDATIONS

By HRS 26-56(d), the 2019 Commission can only make recommendations for the House and Senate from 2021 until the next Commission is appointed in 2024.

- Effective January 1, 2021, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives by 10%.
- January 1, 2022; January 1, 2023; and January 1, 2024, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives by 2.5% each year.

D. SALARY COMMISSION RECOMMENDATIONS

- Ensure Commissioners are appointed in a timely manner to convene in November 2024.
- Provide more subject matter expertise to the Commission (e.g., legislative priorities and responsibilities, pension and benefits, private sector market).
- Solicit feedback on salary recommendation criteria and salaries ahead of the 2025 Commission's convening.

Overview

Legal Framework

A. Constitution and State Statutes

This report fulfills Article XVI, section 3.5 of the Constitution which reads as follows:

“SALARY COMMISSION

Section [3.5]. 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.”

In addition, section 26-56, HRS, indicates that:

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 (“House Speaker”), 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, however, may recommend salaries lower than the recommendations of the 2007 Commission.
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, which will be in November 2024.
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 conflicts 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.

2019 Commission on Salaries

This is the report and recommendations of the 2019 Commission, which covers the executive, judicial and legislative branches.

Process

The Commission convened on January 3, 2019. At that time, Commissioner Michael Irish was elected as Chairperson and Commissioner Rachael Wong 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 meeting schedule. Commissioners were provided with a folder of documents to review which included the Sunshine law, the Commission on Salaries statutes, and salary comparisons and data for the executive, judicial, and legislative branches.

The Commission expressed their interest in scheduling a representative from the Council on Revenues to make presentations on the fiscal outlook for the State.

The second meeting of the Commission was held on January 10, 2019. Kurt Kawafuchi, Chairperson of the Council on Revenues made a presentation regarding the fiscal outlook of the State. The Commission made a request for the next meeting to invite the House of Representatives Finance Chair and Senate Ways and Means Chair to speak to the Commission about their budget priorities so Commissioners could gain a better understanding of the “big picture” forecast and expectations/plans which will assist them in making their salary recommendations for the next six years. Two worksheets were passed out by a Commissioner. One sheet showed a comparison of the Hawai'i legislators and other states and the other compared state legislators to county councilmembers. The county councilmembers earn an average of almost 11% more than members of the state legislature.

The third meeting of the Commission was held on January 22, 2019. The House Finance Chair's and the Senate Ways and Means Chair's offices communicated that they could not make the meeting due to the Governor's State of the State address. Senate Ways and Means Chair's office communicated that someone may be able to make the next meeting on January 29, 2019. Wes Machida (former Budget & Finance Director, current Employee Retirement Systems (ERS) “trustee,” and Senior Advisor to the Speaker of the House) passed out two tables. The first table compared legislators' salaries to judges' salaries over a 20-year period from 1999 to 2018. The second table compared the percentage difference between judges' salaries and legislators' salaries. The Commission discussed eliminating the 2nd tier for the executive branch by moving those positions up to the 1st tier with the attorney general and budget and finance director.

The fourth meeting of the Commission was held on January 29, 2019. Wes Machida passed out additional comparisons which included the executive branch over the last 20-year period from 1999 to 2018. Compensation staff also passed out and reviewed comparative data – Hawai'i versus the other states for executive and legislative branches similar to the judicial branch data already in the binders. Guiding principles for the Commission were discussed. Preliminary salary recommendations were tentatively agreed to by the Commissioners. The Commissioners then discussed

rationales for various scenarios and agreed to come to the next meeting prepared with their recommendations and supporting rationale for their decisions.

The fifth meeting of the Commission was held on February 13, 2019. Discussion included the value of reviewing the Salary Commission process and recommendations were made to improve the process (e.g., more time, use of employee surveys, more subject matter presentations) for the next Commission in 2025. There was consensus that the current process is not ideal and does not allow for a comprehensive review of salaries and other relevant factors. Salary recommendations were determined for all three branches.

The sixth meeting of the Commission was held on March 5, 2019, to finalize salary recommendations and for the purpose of conducting a page-by-page review of the draft report.

The Commission received testimony from the Chief Justice regarding salary increase history, recruitment, and retention challenges. The Commission discussed information presented and increased the judicial branch salary recommendation. The Commissioners approved and signed the final report to be submitted to the legislature through the Office of the Governor at the last meeting on March 13, 2019.

Rationales and Recommendations

General Rationale

The Commission's general rationale is that, in the context of public and private sector salaries at both the local and national level, the compensation of the elected and appointed officials should be fair and equitable and sufficient to attract and retain highly qualified individuals, while at the same time being prudent in the expenditure of public funds.

Guiding Principles

- Commissioners are guided and motivated by doing what's right for the State of Hawai'i.
- All Commissioners look at all three branches of government and positions.
- Decisions are made by consensus.
- Decisions are based on data and developed criteria, including national and local government and private sector market research.
- Fairness and parity are key.
- Recommendations are made within constraints of time and incomplete information.

Decision-Making Criteria

- Accept the 2013 framework with the following distinctions and emphases:
 - Disparities between state and counties salaries
 - Responsibility of positions includes size of budget and staff; does not include workload
 - Difficulty in recruiting for positions
 - Pension differences are understood but not primary in decision-making
- Build future salaries from the 2013 Commission recommendations using local and national comparisons, collective bargaining precedent, general private sector salary increases in Hawai'i, national salary increases, and cost of living/labor as one basis for salary increases.
- Recognize the parallels between each branch of government and private companies (e.g., CEO = governor/chief justice/senate president/house speaker).

Council on Revenues

The general fund tax revenue projections from the January 9, 2019 meeting of the Council on Revenues show projected increases of 4.2% for FY 2019 and 4.0% per year for FY 2020 through 2025. The general fund tax projections from the March 12, 2019, meeting of the Council on Revenues show projected increases of 3% for FY 2019 and 4.0% per year for FY 2020 through 2025.

Executive Branch

In reaching its recommendations for the “executive salaries,” the Commission reviewed the compensation of county executives (i.e., mayors, deputy managing directors, department directors, deputy department directors, prosecuting attorneys) for the City and County of Honolulu, Hawai‘i County, Maui County and Kaua‘i County. *The Book of the States 2018* edition was reviewed to determine how other jurisdictions compensated their respective governors, lieutenant governors, and comparable department directors.

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, administrative director, department directors, deputy directors, et al., administer programs that affect the health and welfare of our residents, and which have annual budgets that collectively exceed \$14 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.

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. Many could easily secure higher paying jobs in the private sector but instead chose to take on these high impact, high profile, demanding and time-limited jobs because of their commitment to public service. It was also noted by the Commission that directors and deputy directors are generally at the top of their professions, often with graduate degrees (including JDs, MDs, Masters’, PhDs in various fields) and several years of specialized experience qualifying them for the positions. Because of these reasons, it can be very difficult to attract and recruit for director and deputy director positions.

Externally, there are no comparable positions in the other jurisdictions in Hawai‘i to match the governor, lieutenant governor, and attorney general positions since they are unique with their statewide scope and responsibility. However, comparison with the City and County of Honolulu Mayor, managing director, and prosecuting attorney show all three State positions are paid below these three City jobs.

To address the issue of pay equity and compensation level, the following recommendations are made by the Commission (see Figure 1).

- Effective July 1, 2019 and July 1, 2020, increase the governor’s salary by 4% each year;

- Effective July 1, 2019 and July 1, 2020, increase other executive branch salaries and salary ranges by 5% each year;
- Effective July 1, 2021; July 1, 2022; July 1, 2023; July 1, 2024, increase the salaries and salary ranges of all positions by 2.5% each year.
- Section 26-52, HRS, provides that if the adjutant general, Department of Defense salary conflicts 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 salaries and future salary increases for the adjutant general and 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.

Figure 1 - Executive Salary Recommendations

Position	No. of Pos	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Governor	1	165,048	171,648	175,944	180,348	184,860	189,480
Lieutenant Governor	1	162,552	170,676	174,948	179,316	183,804	188,400
Tier 1 Admin. Director of the State, Attorney General, Director of Budget and Finance	3	162,552	170,676	174,948	179,316	183,804	188,400
Tier 2 Dept. Directors DAGS, DBEDT, DCCA, DHHL, DHRD, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	13	154,812	162,552	166,620	170,784	175,056	179,436
Tier 1 Deputy Dept. Directors Attorney General, Budget and Finance	2	141,420 - 149,544	148,488 - 157,020	152,196 - 160,944	156,000 - 164,964	159,900 - 169,092	163,896 - 173,316
Tier 2 Deputy Dept. Directors DAGS, DBEDT, DCCA, DHHL, DHRD, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	24	134,676 - 142,416	141,408 - 149,532	144,948 - 153,276	148,572 - 157,104	152,292 - 161,028	156,096 - 165,048

Judicial Branch

The objectives in setting salaries for the judicial branch are to create the most qualified judicial applicant pool, and to retain an experienced judiciary by providing fair and just compensation for Hawai'i's justices and judges.

The salaries set forth by preceding Commissions for the judicial branch have been sufficient in setting salaries appropriately. Therefore, the Commission's recommendations for the judicial branch are as follows (see Figure 2):

- Effective July 1, 2019; July 1, 2020; July 1, 2021; July 1, 2022; July 1, 2023; July 1, 2024, increase the salaries of all justices and judges by \$2000 each year.

Note: State salaries are calculated based on a monthly salary and paid bi-monthly. Therefore, actual increase is \$2004 each year, so that the annual salary will be equally divisible by twelve.

Figure 2 - Judicial Salary Recommendations

Position	No. of Pos	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Chief Justice, Supreme	1	238,104	240,108	242,112	244,116	246,120	248,124
Associate Justice, Supreme	4	229,668	231,672	233,676	235,680	237,684	239,688
Chief Judge, Intermediate	1	221,256	223,260	225,264	227,268	229,272	231,276
Associate Judge, Intermediate	5	212,784	214,788	216,792	218,796	220,800	222,804
Circuit Court Judge	33	207,084	209,088	211,092	213,096	215,100	217,104
District/Family/Per Diem Court Judge	48	195,276	197,280	199,284	201,288	203,292	205,296

Details regarding historical judicial salary increases may be found in Appendices A-5, A-6, and A-7.

Legislative Branch

In formulating recommendations on salary adjustments for members of the State legislature, the Commission sought to provide recommendations that are fair and equitable given the duties, time commitment, responsibilities, and historical and comparative pay of legislators.

The annual salary for State legislators is currently between 4% to 17% (average of 9%) below the salaries of Council members from each of the four Counties. Annual salary for the Senate President and House Speaker is currently between 3% to 22% (average of 11%) below the Council Chairs. The Commission sought to address some of this disparity, recognizing the scope of legislators' responsibilities through its recommendations.

Any salary recommendation offered by the 2019 Commission will be effective January 1, 2021. In addition, HRS 26-56 allows the Commission to include incremental increases that take effect prior to the convening of the next salary Commission. The next Commission is expected to convene in November 2024.

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

- Effective January 1, 2021, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives, by 10%.
- Effective January 1, 2022; January 1, 2023; and January 1, 2024, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives, by 2.5% each year.

Figure 3 - Legislative Salary Recommendations

Position	No. of Empl.	1/1/2021	1/1/2022	1/1/2023	1/1/2024
House Speaker/Senate President	2	77,112	79,044	81,024	83,052
Representative/Senator	74	68,868	70,584	72,348	74,160

Conclusion

In addition to the above salary recommendations, the Commission offers the following recommendations and comments for consideration:

The Commission is charged with making salary recommendations covering a six-year period. While it relies on the 2019 general fund tax revenue projections, the Commission recognizes that the future status of the State's economy is difficult to predict, as evidenced by the 2009 downturn in the economy. The Commission based the salary recommendations on average general salary increases and comparisons using both local and national data.

The Commission would like to bring attention to the fact that the time frame was too short to meaningfully consider all facets of making salary recommendations for all three branches of government to the legislature. The Commission convened in January and made salary recommendations for all three branches of government in 61 days. The current Commission strongly recommends that future Commissioners be appointed in a timely manner so that the next Commission can begin on time in November 2024.

The Commission also recognizes that its decision-making process was limited not only due to time, but also data and knowledge constraints. Therefore, future Commissions should receive the benefit of more subject matter expertise (e.g., pension and benefits explanations, private sector and other governmental salary criteria, legislative roles, responsibilities, and priorities) in the forms of presentations and dialogue with representatives from the three branches of government and those with relevant subject matter knowledge and experience. This information should be used for decision-making by the next Commission.

Similarly, the Commission noted that more comprehensive information and an increased understanding of relevant issues and needs are necessary for members because Commissioners may not come with subject matter knowledge and experience working in state government. In order to make informed decisions in the best interest of the state, more time and more information are vital.

Furthermore, the Commission would like to recommend that a separate task force or workgroup be convened or a study completed prior to the 2025 Commission. The purposes are: survey or interview the members of the three branches; solicit feedback on salary recommendation criteria; and discuss and review the results of the 2019 Commission recommendations. The results would be transmitted in a report for use by the 2025 Commission prior to convening in November 2024.

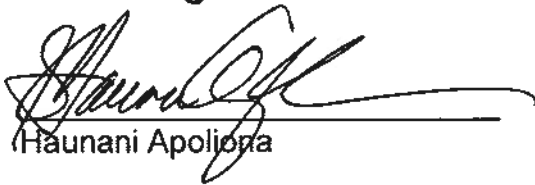
We, the undersigned members of the Commission, hereby respectfully submit this report and recommendations to the Thirtieth Legislature of the State of Hawai'i.



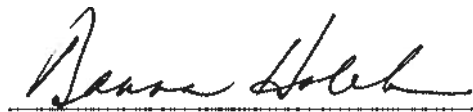
Michael P. Irish, Chairperson



Rachael Wong, Vice Chairperson



Haunani Apoliona



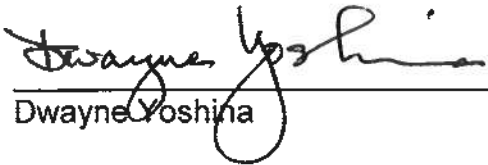
Danna Holck



Cameron Nekota



Beth Tokioka



Dwayne Yoshina

TABLES

Table 1 - Executive Salaries and Costs

Position	No. of Empl.	Current Salary Effective 7/1/2018		Recommendation by the 2019 Commission on Salaries																		Total Salaries 7/1/2019 to 6/30/2025	Increase		
				7/1/2019		Increase	7/1/2020		Increase	7/1/2021		Increase	7/1/2022		Increase	7/1/2023		Increase	7/1/2024		Increase				
				Salary	Cost		Salary	Cost		Salary	Cost		Salary	Cost		Salary	Cost		Salary	Cost				Salary	Cost
Governor	1	158,700	158,700	165,048	165,048	4.0%	171,648	171,648	4.0%	175,944	175,944	2.5%	180,348	180,348	2.5%	184,860	184,860	2.5%	189,480	189,480	2.5%	1,067,328	12.1%		
Lieutenant Governor	1	154,812	154,812	162,552	162,552	5.0%	170,676	170,676	5.0%	174,948	174,948	2.5%	179,316	179,316	2.5%	183,804	183,804	2.5%	188,400	188,400	2.5%	1,059,696	14.1%		
Tier 1 Admin Director of the State; Attorney General; Dept Head, B&F	3	154,812	464,436	162,552	487,656	5.0%	170,676	512,028	5.0%	174,948	524,844	2.5%	179,316	537,948	2.5%	183,804	551,412	2.5%	188,400	565,200	2.5%	3,179,088	14.1%		
Tier 2 Dept Heads DAGS, DBEDT, DCCA, DHHL, DHRD, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	13	147,444	1,916,772	154,812	2,012,556	5.0%	162,552	2,113,176	5.0%	166,620	2,166,060	2.5%	170,784	2,220,192	2.5%	175,056	2,275,728	2.5%	179,436	2,332,668	2.5%	13,120,380	14.1%		
Tier 1 Deputy Dept Heads Attorney General, B&F	2	142,428	284,856	149,544	299,088	5.0%	157,020	314,040	5.0%	160,944	321,888	2.5%	164,964	329,928	2.5%	169,092	338,184	2.5%	173,316	346,632	2.5%	1,949,760	14.1%		
Tier 2 Deputy Dept Heads DAGS, DBEDT, DCCA, DHHL, DHRD, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	24	135,636	3,255,264	142,416	3,417,984	5.0%	149,532	3,588,768	5.0%	153,276	3,678,624	2.5%	157,104	3,770,496	2.5%	161,028	3,864,672	2.5%	165,048	3,961,152	2.5%	22,281,696	14.1%		
Total	44		6,234,840		6,544,884			6,870,336			7,042,308			7,218,228			7,398,660			7,583,532			42,657,948	14.0%	
Cost for 6 years			37,409,040																					5,248,908	
Difference with Current Cost (7/1/2019 to 6/30/2025)																								1,348,692	
Difference with Previous Year					310,044	5.0%		325,452	5.0%		171,972	2.5%		175,920	2.5%		180,432	2.5%		184,872	2.5%			1,348,692	21.6%

Table 2 - Judicial Salaries and Costs

Position	No. of Empl.	Current Effective 7/1/2018		Recommendation by the 2019 Commission on Salaries																		Total Salaries 7/1/2019 to 6/30/2024	Increase
				7/1/2019		Increase	7/1/2020		Increase	7/1/2021		Increase	7/1/2022		Increase	7/1/2023		Increase	7/1/2024		Increase		
				Salary	Cost		Salary	Cost		Salary	Cost		Salary	Cost		Salary	Cost		Salary	Cost				Salary	Cost
Chief Justice, Supreme	1	236,100	236,100	238,104	238,104	0.8%	240,108	240,108	0.8%	242,112	242,112	0.8%	244,116	244,116	0.8%	246,120	246,120	0.8%	248,124	248,124	0.8%	1,458,684	3.0%
Associate Justice, Supreme	4	227,664	910,656	229,668	918,672	0.9%	231,672	926,688	0.9%	233,676	934,704	0.9%	235,680	942,720	0.9%	237,684	950,736	0.9%	239,688	958,752	0.8%	5,632,272	3.1%
Chief Judge, Intermediate	1	219,252	219,252	221,256	221,256	0.9%	223,260	223,260	0.9%	225,264	225,264	0.9%	227,268	227,268	0.9%	229,272	229,272	0.9%	231,276	231,276	0.9%	1,357,596	3.2%
Associate Judge, Intermediate	5	210,780	1,053,900	212,784	1,063,920	1.0%	214,788	1,073,940	0.9%	216,792	1,083,960	0.9%	218,796	1,093,980	0.9%	220,800	1,104,000	0.9%	222,804	1,114,020	0.9%	6,533,820	3.3%
Circuit Court Judge	33	205,080	6,767,640	207,084	6,833,772	1.0%	209,088	6,899,904	1.0%	211,092	6,966,036	1.0%	213,096	7,032,168	0.9%	215,100	7,098,300	0.9%	217,104	7,164,432	0.9%	41,994,612	3.4%
District/Family/Per Diem Court Judge	48	193,272	9,277,056	195,276	9,373,248	1.0%	197,280	9,469,440	1.0%	199,284	9,565,632	1.0%	201,288	9,661,824	1.0%	203,292	9,758,016	1.0%	205,296	9,854,208	1.0%	57,682,368	3.6%
Total	92		18,464,604		18,648,972			18,833,340			19,017,708			19,202,076			19,386,444			19,570,812		114,659,352	3.5%
Cost for 6 years			110,787,624																				
Difference with Current Cost (7/1/2019 to 6/30/2025)					184,368		184,368		184,368		184,368		184,368		184,368		184,368		184,368		184,368		1,106,208
Difference with Previous Year					1.0%		1.0%		1.0%		1.0%		1.0%		1.0%		1.0%		1.0%		1.0%		6.0%

Table 3 - Legislative Salaries and Costs

Position	No. of Empl.	Current Effective 1/1/2018		Recommendation by the 2019 Commission on Salaries												Total Salaries 1/1/2021 to 12/31/2026	Increase		
				1/1/2021		Increase	1/1/2022		Increase	1/1/2023		Increase	1/1/2024		Increase				
				Salary	Cost		Salary	Cost		Salary	Cost		Salary	Cost					
House Speaker/ Senate President	2	70,104	140,208	77,112	154,224	10.0%	79,044	158,088	2.5%	81,024	162,048	2.5%	83,052	166,104	2.5%		972,672	15.6%	
Representative/Senator	74	62,604	4,632,696	68,868	5,096,232	10.0%	70,584	5,223,216	2.5%	72,348	5,353,752	2.5%	74,160	5,487,840	2.5%		32,136,720	15.6%	
Total	76		4,772,904		5,250,456			5,381,304			5,515,800			5,653,944					
Cost for 6 years			28,637,424															33,109,392	15.6%
Difference with Current Cost																			4,471,968
Difference with Previous Year					477,552		130,848		134,496		138,144		881,040		18.5%				

Table 4 - Summary of Salaries and Costs

Branch	No. of Employees	Current Salaries for 6 Years (no increases)	Cost of 2019 Recommendations 7/1/2019 - 6/30/2025 (1/1/2021 - 12/30/2026-Leg)			
			Salaries	Difference with Current Salaries	Increase	Compounded Total % Increase
Executive	44	37,409,040	42,657,948	5,248,908	14.0%	21.6%
Judicial	92	110,787,624	114,659,352	3,871,728	3.5%	6.0%
Legislative	76	28,637,424	33,109,392	4,471,968	15.6%	18.5%
	212	176,834,088	190,426,692	13,592,604	8%	

APPENDICES

Appendices for Material Reviewed by the 2019
Commission

COMMISSION ON SALARIES
REPORT AND RECOMMENDATIONS
TO THE 2013 LEGISLATURE

March 18, 2013

Members:

Michael P. Irish, Chairperson
Mark R. Fox, Vice Chairperson
Chad R. Buck
Lyn Flanigan
Lynn Heirakuji
Stephanie N. Iona
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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, which is appointed every six years, 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 (collectively, "Officials"). Section 26-56, **Commission on salaries**, Hawai'i Revised Statutes (HRS), provides supplemental information and guidance relating to the Commission.

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 legislative session.

The Commission which was formed in 2006 (the "2007 Commission") submitted recommendations in March of 2007 for staggered annual salary increases for the Officials from 2007 until 2013 for the Executive and Judicial branches and from 2009 to 2014 for the Legislative branch. These recommendations were forwarded by the Governor to the Legislature and were not disapproved by the Legislature and were implemented.

In 2009, due to the downturn in the economy, the Legislature passed Act 85 which changed the salaries recommended by the 2007 Commission by reducing the June 30, 2009 salaries by 5% effective July 1, 2009 and freezing said salaries until June 30, 2011.

In 2011, Act 57 extended the 5% reduction and froze the reduced salaries through December 31, 2013.

In 2012, Act 48 repealed Act 85, Session Laws of Hawai'i (SLH) 2009, which changed the end date of the 5% reduction and salary freeze from December 31, 2013 to June 30, 2013. This avoids the conflict in dates between the start of the 2013 Commission¹ recommendations effective July 1, 2013 for the Executive and Judicial branches and the 5% reduction and salary freeze that would continue to December 31, 2013 under Act 57, SLH 2011. In addition, Act 48 provided that the salaries recommended by the 2007 Commission be effective July 1, 2013, if the recommendations of the 2013 Commission are disapproved during the 2013 legislative session by the adoption of a concurrent resolution.

¹ The 2013 Commission on Salaries was appointed in November 2012 and will make recommendations effective July 1, 2013 for the Executive and Judicial Branches and January 1, 2015 for the Legislative Branch.

The 2013 Commission was convened on November 27, 2012 and is submitting its report and recommendations to the Governor for submission to the 2013 State Legislature.

In response to a request by the 2013 Commission, the State Attorney General issued an opinion regarding language in section 26-56(b), HRS that the Commission shall not establish "salaries lower than salary amounts recommended by prior commissions replaced by this section." The Attorney General opined that "prior commissions replaced by this section" refers to the abolished Executive, Judicial and Legislative salary commissions (the "2006 Commissions") replaced by the Commission on Salaries established by Act 299, SLH 2006. Therefore, the recommendations of the 2006 Salary Commissions effectively set a floor for the recommendations of this Commission. However, the 2013 Commission could recommend salaries lower than that recommended by the 2007 Commission.

The intent of the 2013 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 employees to be the leaders of the State of Hawai'i.

Unless disapproved by the Legislature, the recommendations of the 2013 Commission will go into effect on July 1, 2013 for the Executive and Judicial branch officials. The recommendations for the Legislative branch officials will go into effect on January 1, 2015, 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 were unanimously adopted by the 2013 Commission:

A. EXECUTIVE BRANCH RECOMMENDATIONS

- Effective July 1, 2013, continue the restoration of what would have been the June 30, 2013 salaries recommended by the 2007 Commission.
- No further increase from July 1, 2013 to June 30, 2014.
- Effective July 1, 2014; July 1, 2015; July 1, 2016; July 1, 2017; July 1, 2018 increase the salaries and salary ranges of all positions by 2% each year.
- Effective July 1, 2013, place the Budget and Finance Director and Deputy in Tier 1 and continue the recommendation of the 2007 Commission to collapse the three tiers into two: Tier 1 would then include the Attorney General, the Administrative Director of the State, and the Director of Budget and Finance.

The Lieutenant Governor, while not in Tier 1, would receive a salary equal to the Tier 1 officials; Tier 2 includes all other department directors and their deputies.

- The salaries and future salary increases for the Adjutant General and 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.

B. JUDICIAL BRANCH RECOMMENDATIONS

- Effective July 1, 2013, continue the restoration of what would have been the June 30, 2013 salaries recommended by the 2007 Commission.
- No further increase from July 1, 2013 to June 30, 2014.
- Effective July 1, 2014; July 1, 2015; July 1, 2016; July 1, 2017; July 1, 2018 increase the salaries of justices and judges by 2% each year.

C. LEGISLATIVE BRANCH RECOMMENDATIONS

Per Act 48, SLH 2012, the Legislative branch salaries, "notwithstanding section 26-56(d), Hawai'i Revised Statutes, shall be at the rates provided for by the recommendations, dated March 14, 2007, of the commission on salaries convened in 2006." Therefore, the Legislative branch will receive the January 1, 2013 salaries recommended by the Commission convened in 2006, effective July 1, 2013; and the January 1, 2014 recommended salaries effective January 1, 2014.

By HRS 26-56(d), the 2013 Commission can only make recommendations for the House and Senate from 2015 until the next commission is appointed in 2018.

- Effective January 1, 2015, January 1, 2016; January 1, 2017; and January 1, 2018 increase the salaries of senators and representatives by 2% 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 Article XVI, section 3.5 of the Constitution which reads as follows:

“SALARY COMMISSION

Section [3.5]. 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.”

In addition, section 26-56, HRS, indicates that:

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, however, may recommend salaries lower than the recommendations of the 2007 Commission.
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, which will be in November 2018.
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.

In 2009, due to the downturn in the economy, the Legislature passed Act 85 which changed the salaries recommended by the 2007 Commission by reducing the June 30, 2009 salaries by 5% and freezing said salaries effective July 1, 2009 to June 30, 2011.

In 2011, Act 57 extended the 5% reduction and freeze of salaries to December 31, 2013.

In 2012, Act 48 repealed Act 85, SLH 2009 as amended by Act 57, SLH 2011; resulting in a change to the end date of the 5% reduction and freeze from December 31, 2013 to June 30, 2013. This avoids the conflict in dates between the start of the 2013 Commission recommendations effective July 1, 2013 for the Executive and Judicial branches and the 5% reduction and freeze that would continue to December 31, 2013 under Act 57, SLH 2011. In addition, Act 48 provided that the salaries recommended by the 2007 Commission be effective July 1, 2013, if the recommendations of the 2013 Commission are disapproved during the 2013 legislative session by the adoption of a concurrent resolution.

B. Attorney General Opinion

An Attorney General Opinion dated December 24, 2012, opines that section 26-56, HRS which states "[t]he commission shall not recommend salaries lower than salary amounts recommended by prior commissions replaced by this section." refers to the 2006 Commissions that were abolished and replaced by the single Commission on Salaries established by Act 299, SLH 2006.

Therefore, the Commission may recommend salaries that are lower than the 2007 Commission's recommendations but, not lower than the separate salary commissions that were abolished in 2006.

Furthermore, section 26-56(d), HRS sets limits for "incremental increases that take effect prior to the convening of the next salary commission." The 2007 Commission recommended increases effective January 1, 2013 and January 1, 2014, which is contrary to the statute since the 2013 Commission convened in November 2012. However, Act 48, SLH 2012 trumped section 26-56(d) by the statement, "notwithstanding section 26-56(d), Hawai'i Revised Statutes, [salary increases] shall be at the rates provided for by the recommendations dated March 14, 2007, of the commission on salaries convened in 2006." Therefore, based on Act 48, SLH 2012, the January 1, 2013 and January 1, 2014, recommendations of the 2007 Commission are valid salaries for the Legislative branch.

The Commission notes the March 13, 2013 filing of House Resolution No. 191 and House Concurrent Resolution No. 236 at the Legislature urging that the Commission "suspend the automatic salary increase and extend the salary reduction for members of the Legislature until Hawaii's economic forecast reflects greater growth and vitality." The Commission notes, however, that the provisions of Act 48 precludes such actions and only allow the Commission to make salary recommendations for the Legislature beginning January 1, 2015 as stated above.

2013 Commission on Salaries

This is the report and recommendations of the 2013 Commission, which covers the Executive, Judicial and Legislative branches.

Process

The Commission was convened on November 27, 2012. At that time, Commissioner Michael Irish was elected as Chairperson and Commissioner Mark Fox 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 meeting schedule. Commissioners were provided with a folder of documents to review. They decided to set up investigatory meetings, following the guidelines of the Sunshine Law, to gather information from each of the branches. Selected as point person to coordinate for the respective branches were Lynn Heirakuji for the Executive branch, Mark Fox for the House, Robert Wu for the Senate, and Michael Irish for the Judiciary. The Commission also expressed their interest in scheduling the State Budget and Finance Director and a representative from the Council on Revenues to make presentations on the fiscal outlook for the State.

Oral testimony from the public was solicited at all meetings, but none was received.

The second meeting of the Commission was held on December 11, 2012. Kalbert Young, Director of the Department of Budget and Finance made a presentation regarding the fiscal condition of the State. Dr. Jack Suyderhoud, Vice-Chair of the Council on Revenues spoke about the process of how the Council on Revenues makes their projections. Follow up reports were also made by Commission members on their investigatory outreach with the Executive and Legislative branches.

The third meeting of the Commission was held on December 18, 2012. Tom Mick and Dan Seto from the Judiciary made a presentation regarding the salaries of judges. Commissioners also shared information gathered from their investigatory outreach with members of the Executive and Legislative branches. Requested information regarding salaries and costing was reviewed by the Commission.

The fourth meeting of the Commission was held on January 8, 2013. There was discussion regarding the outcome of the Attorney General opinion which generally concluded that the salaries for each branch cannot be lower than the recommendations made by the three separate commissions (Executive Salary Commission, Judicial Salary Commission, and Legislative Salary Commission) that were abolished in 2006. In addition, the Legislative branch will receive the salary increases recommended by the 2007 Commission for January 1, 2013, to be effective July 1, 2013; and for January 1, 2014, to be effective on that date. After review of data and materials before the Commission, a motion was made and passed to follow the recommendations of the 2007 Commission and to collapse the tiers for the directors and deputies from three down to two.

The fifth meeting of the Commission was held on January 22, 2013. Written testimony from the Director of the DHRD and the Chief Negotiator for the Office of

Collective Bargaining was distributed. In their written testimony, they requested that the Commission consider the State's budget challenges and the fiscal constraints on public employee bargaining when making their decisions. The Commission requested that an invitation be extended to the Director and Chief Negotiator to attend the next Commission meeting. The Council on Revenues January 7, 2013 report, as well as reports on the difference between the 2007 Commission salary recommendation versus the actual salaries received, and various costing scenarios, were reviewed. The 2013 Commission reaffirmed its decision to continue the salary recommendations of the 2007 Commission, with increases in subsequent years.

The sixth meeting of the Commission was held on February 12, 2013. Barbara Krieg, DHRD Director and Neil Dietz, Chief Negotiator for the Office of Collective Bargaining spoke to the Commission regarding their written testimony that was distributed at the last Commission meeting. The Commissioners then discussed rationales for various scenarios and agreed to come to the next meeting prepared with their recommendation and supporting rationale for their decision.

Meetings were held on February 26, March 5, March 12, and March 18 for the purpose of conducting a page by page review of the draft report.

Rationales and Recommendations

General Rationale

The Commission's general rationale is that, in the context of public and private sector salaries at both the local and national level, the compensation of the elected and appointed officials should be fair and equitable and sufficient to attract and retain highly qualified individuals, while at the same time being prudent in the expenditure of public funds.

Executive Branch

In reaching its recommendations for the “executive salaries,” the Commission reviewed the compensation of State of Hawai‘i managers covered by the Excluded Managerial Compensation Plan (EMCP).

Additionally, salaries of county executives were reviewed, i.e., mayors, deputy managing directors, department directors, deputy department directors, prosecuting attorneys, etc., for the City and County of Honolulu, Hawai‘i County, Maui County and Kauai County.

The Book of the States 2011 edition was reviewed to determine how other jurisdictions compensated their respective governors, lieutenant governors, and comparable department directors.

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, Administrative Director, department directors, deputy directors, etc., administer programs that affect the health and welfare of our residents, and which have annual budgets that collectively exceed \$7.9 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.

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. Many could easily secure higher paying jobs in the private sector but instead chose to take on these high impact, high profile, demanding and time limited jobs because of their commitment to public service. It was also noted by the Commission that directors and deputy directors are generally at the top of their professions, often with graduate degrees (including JDs, MDs, Masters’, Ph.D.s, in various fields) and several years of specialized experience qualifying them for the positions.

Internally within the State, the pay equity issue needs to be addressed because several department directors and deputies earn less than the civil service managers that they supervise. There are currently 20 excluded (from collective bargaining coverage) managerial employees in the Excluded Managerial Compensation Plan (EMCP) who are being paid more than the Attorney General at the Tier 1 level. At the Tier 2 level, there are 40 excluded managerial employees in the EMCP who are paid more than department directors at Tier 2; and 56 excluded managerial employees (19%) being paid more than the department directors in the Tier 3 level. The salaries of excluded

managerial employees not only exceed the salaries of the department directors, but also the salaries of the deputy directors who in many cases directly supervise them.

Furthermore, in the past, EMCP managers served as an excellent pool from which to recruit directors or deputy directors. As long term employees, many have extensive backgrounds and the technical expertise to lead the department, and could have an immediate positive impact since they're already knowledgeable about departmental operations. However, in recent years, the salaries of the directors and deputies are close to, and sometimes below the salaries of EMCP managers, therefore there is little financial incentive for these employees to be interested in these positions.

Externally, there are no comparable positions in the other jurisdictions in Hawai'i to match the Governor, Lieutenant Governor, and Attorney General positions since they are unique with their statewide scope and responsibility. However, comparison with the City and County of Honolulu Mayor, Managing Director, and Prosecuting Attorney show all three State positions are paid below these three City jobs.

The general fund tax revenue projections from the January 3, 2013 meeting of the Council on Revenues show projected increases of 6.8%, 6.2%, 1.4%, 4.2%, 5.0%, and 4.7% for the FY 2014, FY 2015, FY 2016, FY 2017, FY 2018 and FY 2019; respectively. The general fund tax projections from the March 13, 2013 meeting of the Council on Revenues show projected increases of 7.3%, 6.8%, 1.4%, 4.2%, 5.0%, and 4.7% for the FY 2014, FY 2015, FY 2016, FY 2017, FY 2018 and FY 2019; respectively.

To address the issue of pay equity and compensation level, the following recommendations are made by the Commission (see Figure 1).

- Effective July 1, 2013, continue the restoration of what would have been the June 30, 2013 salaries recommended by the 2007 Commission.
- No further increase from July 1, 2013 to June 30, 2014.
- Effective July 1, 2014; July 1, 2015; July 1, 2016; July 1, 2017; July 1, 2018 increase the salaries and salary ranges of all positions, and for deputies the ranges, by 2% each year.
- Effective July 1, 2013, place the Budget and Finance Director and Deputy in Tier 1 and continue the recommendation of the 2007 Commission to collapse the three "tiers" into two: Tier 1 includes the Attorney General and the Administrative Director of the State. The Lieutenant Governor, while not in Tier 1, would receive a salary equal to the Tier 1 officials; Tier 2 includes all other department directors and their deputies.

The 2007 Commission recommended that the four tiered salary structure for department directors and deputies be collapsed to two tiers. In recognition of the comparable complexity and demands inherent to each of these executive

positions this Commission endorses the 2007 Commission recommendation. However, this Commission also recommends that the Director and Deputy of Budget and Finance be placed in Tier 1 in recognition of their training, credentials, and knowledge and, in the case of the Director, his/her responsibility as the chief financial officer of the State.

- Section 26-52, HRS, provides that if the Adjutant General, Department of Defense 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 salaries and future salary increases for the Adjutant General and 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.

Figure 1 - Executive Salary Recommendations

Position	No. of Empl.	7/1/2013	7/1/2014	7/1/2015	7/1/2016	7/1/2017	7/1/2018
Governor	1	\$ 143,748	\$ 146,628	\$ 149,556	\$ 152,544	\$ 155,592	\$ 158,700
Lieutenant Governor	1	140,220	143,028	145,884	148,800	151,776	154,812
Tier 1 Admin. Director of the State, Attorney General, Director of Budget and Finance	3	140,220	143,028	145,884	148,800	151,776	154,812
Tier 2 Dept. Directors DAGS, DBEDT, DCCA, DHHL, DHRD, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	13	133,536	136,212	138,936	141,720	144,552	147,444
Tier 1 Deputy Dept. Directors Attorney General, Budget and Finance	2	121,992 - 129,000	124,428 - 131,580	126,912 - 134,208	129,456 - 136,896	132,048 - 139,632	134,688 - 142,428
Tier 2 Deputy Dept. Directors DAGS, DBEDT, DCCA, DHHL, DHRD, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	22	116,172 - 122,844	118,500 - 125,304	120,876 - 127,812	123,288 - 130,368	125,748 - 132,972	128,268 - 135,636

Judicial Branch

The objectives in setting salaries for the Judicial branch are to create the most qualified judicial applicant pool, and to retain an experienced judiciary by providing fair and just compensation for Hawai'i's justices and judges.

In order to achieve this, the Commission considered the following:

- 1) The academic training, skill and experience required for judicial positions. Judges must be licensed attorneys (among other qualifications, have earned a Juris Doctor from an accredited institution of higher learning); and must have a minimum 5 years as a licensed attorney to qualify for the District Court judge position and minimum 10 years to qualify for the Circuit Court judge position.
- 2) The lack of opportunity for judges to earn other income. Judges are constitutionally prohibited from practicing law, running for, or holding any other office or position of profit, including paid service on for-profit boards.
- 3) Turnover was 10% in 2009 when 9 judges voluntarily retired during the year in which the salary cuts and freeze were implemented. This number of voluntary retirements is high compared to the 1 in 2007, 2 in 2008, 2 in 2010 and 4 in 2011 (these figures do not include constitutionally mandated retirements due to reaching age 70).
- 4) The general fund tax revenue projections from the January 3, 2013 meeting of the Council on Revenues show projected increases of 6.8%, 6.2%, 1.4%, 4.2%, 5.0%, and 4.7% for the FY 2014, FY 2015, FY 2016, FY 2017, FY 2018 and FY 2019; respectively. The general fund tax projections from the March 13, 2013 meeting of the Council on Revenues show projected increases of 7.3%, 6.8%, 1.4%, 4.2%, 5.0%, and 4.7% for the FY 2014, FY 2015, FY 2016, FY 2017, FY 2018 and FY 2019; respectively.

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

- Effective July 1, 2013, continue the restoration of what would have been the June 30, 2013 salaries recommended by the 2007 Commission.
- No further increase from July 1, 2013 to June 30, 2014.
- Effective July 1, 2014; July 1, 2015; July 1, 2016; July 1, 2017; July 1, 2018 increase the salaries of justices and judges by 2% each year.

Figure 2 - Judicial Salary Recommendations

Position	No. of Empl.	7/1/2013	7/1/2014	7/1/2015	7/1/2016	7/1/2017	7/1/2018
Chief Justice, Supreme	1	\$ 213,840	\$ 218,112	\$ 222,480	\$ 226,932	\$ 231,468	\$ 236,100
Associate Justice, Supreme	4	206,184	210,312	214,524	218,820	223,200	227,664
Chief Judge, Intermediate	1	198,588	202,560	206,616	210,744	214,956	219,252
Associate Judge, Intermediate	5	190,908	194,724	198,624	202,596	206,652	210,780
Circuit Court Judge	33	185,736	189,456	193,248	197,112	201,060	205,080
District/Family/Per Diem Court Judge	48	175,032	178,536	182,112	185,760	189,480	193,272

Legislative Branch

In formulating recommendations on salary adjustments for members of the State Legislature, the Commission sought to provide recommendations that were fair and equitable given the duties, time commitment, responsibilities, and historical and comparative pay of legislators. In order to achieve this, the Commission considered the following:

- 1) State legislators' policy making, budgetary, fact finding, community and constituent service responsibilities require much more than full-time attention during the four-month legislative session and considerable time and attention when the Legislature is out of session.
- 2) The demands on State legislators, the time required to fulfill their duties, and real and perceived conflicts of interest limit legislators' ability to supplement their income through outside employment.
- 3) Legislator salaries remained unchanged from 1993 to 2005 at \$32,000 (\$37,000 for Senate President and House Speaker). Small incremental increases were achieved in 2005 and 2007 to move legislator pay to \$35,900 (\$43,400 for Senate President and House Speaker).
- 4) Following recommendations of the 2007 Salary Commission to achieve salary levels more commensurate with duties and responsibilities, legislators received a significant increase in pay on January 1, 2009 to \$48,708 (\$56,208 for President and Speaker),
- 5) Legislator salaries were then reduced by 5% on July 1, 2009 (Act 85, Session Laws of Hawai'i 2009) to \$46,272 (\$53,400 for President and Speaker), where they stand as of the date of this report.
- 6) The annual salary for State legislators is currently between \$1,500 and \$20,000 below the salaries of Council members from each of the four Counties. Annual salary for the Senate President and House Speaker is currently approximately the same as the Council Chair from Hawai'i County, but is between \$5,200 and \$18,000 less than the Council Chairs from the other three Counties.
- 7) All legislators receive \$5000 for miscellaneous legislative expenses and neighbor island legislators receive \$150 per diem while the Legislature is in session.
- 8) The general fund tax revenue projections from the January 3, 2013 meeting of the Council on Revenues show projected increases of 6.8%, 6.2%, 1.4%, 4.2%, 5.0%, and 4.7% for the FY 2014, FY 2015, FY 2016,

FY 2017, FY 2018 and FY 2019; respectively. The general fund tax projections from the March 13, 2013 meeting of the Council on Revenues show projected increases of 7.3%, 6.8%, 1.4%, 4.2%, 5.0%, and 4.7% for the FY 2014, FY 2015, FY 2016, FY 2017, FY 2018 and FY 2019; respectively.

- 9) Act 48, SLH 2012 provides that the salaries recommended by the 2007 Commission be restored effective July 1, 2013, for the Legislative branch. The effect of this restored salary schedule for legislators is as follows:
 - a. Effective July 1, 2013, the salary for legislators will be \$55,896 (\$63,396 for Senate President and House Speaker); and
 - b. Effective January 1, 2014, the salary for legislators will be \$57,852 (\$65,352 for Senate President and House Speaker).

- 10) Any salary recommendation offered by the 2013 Commission will not go into effect until January 1, 2015. In addition, HRS 26-56 allows the Commission to include incremental increases that take effect prior to the convening of the next salary commission. The next commission is expected to convene in November 2018.

- 11) Consideration was given to provide regular salary increases between January 1, 2015 and November 2018. Consideration was also given to past, current and projected cost of living increases; and the fact that pursuant to Act 48 (SLH 2012) the Legislative branch will receive the 2007 Salary Commission's recommended increases on July 1, 2013 and January 1, 2014 as noted above.

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

- Effective January 1, 2015, January 1, 2016; January 1, 2017; and January 1, 2018 increase the salaries of senators and representatives by 2% 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.

Per Act 48, SLH 2012, the Legislative branch salaries, "notwithstanding section 26-56(d), Hawai'i Revised Statutes, shall be at the rates provided for by the recommendations, dated March 14, 2007, of the commission on salaries convened in 2006." Therefore, the Legislative branch will receive the January 1, 2013 salaries recommended by the Commission convened in 2006, effective July 1, 2013; and the January 1, 2014 recommended salaries effective January 1, 2014. By HRS 26-56(d), the 2013 Commission can only make recommendations for the House and Senate from 2015 until the next commission is appointed in 2018.

The Commission notes the March 13, 2013 filing of House Resolution No. 191 and House Concurrent Resolution No. 236 at the Legislature urging that the Commission “suspend the automatic salary increase and extend the salary reduction for members of the Legislature until Hawaii’s economic forecast reflects greater growth and vitality.” The Commission notes, however, that the provisions of Act 48 precludes such actions and only allow the Commission to make salary recommendations for the Legislature beginning January 1, 2015 as stated above.

Figure 3 - Legislative Salary Recommendations

Position	No. of Empl.	2007 Commission Recommendation		2013 Commission Recommendation			
		7/1/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	1/1/2018
Representative/Senator	74	\$ 55,896	\$ 57,852	\$ 59,004	\$ 60,180	\$ 61,380	\$ 62,604
House Speaker/Senate President	2	63,396	65,352	66,504	67,680	68,880	70,104

Conclusion

In addition to the above salary recommendations, the Commission offers the following recommendations and comments for consideration:

The Commission is charged with making salary recommendations covering a six-year period. While we are relying on the 2013 general fund tax revenue projections, the Commission recognizes that the future status of the State's economy is difficult to predict, as evidenced by the 2009 downturn in the economy and the on-going effects of the Federal sequester. Therefore, the Commission recommends that provisions for adjustments during the six-year salary period should be considered to accommodate the uncertainties of the future.

Furthermore, the Commission would like to bring attention to the fact that the time period that incremental increases can be made for the Legislative branch is shorter than the time period that is allowed for the Executive and Judicial branches. This is because, pursuant to HRS 26-56(d), the Commission convenes in November of every sixth year and the recommended salaries submitted by the Commission become effective the next fiscal year for the Executive and Judicial branches, and over two years later for the Legislative branch since changes in salaries cannot apply to the Legislature in which the salary recommendation was made. The 2013 Commission recommends that there should be equity in the time period allowed for incremental salary adjustments for all three branches of Officials.

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



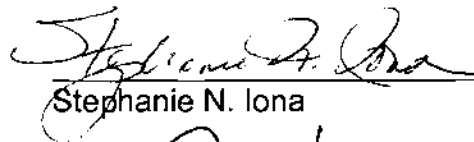
Michael P. Irish, Chairperson



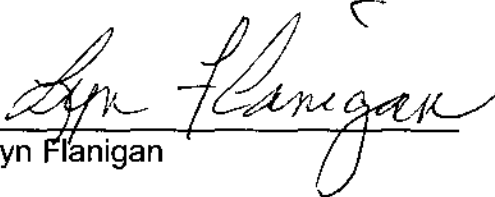
Mark R. Fox, Vice Chairperson




Chad R. Buck



Stephanie N. Iona



Lyn Flanigan



Robert T. Wu



Lynn Heirakuji

TABLES

Table 1 - Executive Salaries and Costs

Position	No. of Empl.	Current Salary Effective 7/1/2009		Recommendation by the 2013 Commission on Salaries																				Total Salaries 7/1/2013 to 6/30/2019	Total Increase					
				7/1/2013										7/1/2014			7/1/2015			7/1/2016			7/1/2017			7/1/2018				
				Recommendation by the 2007 Commission (salary as of 7/1/2012)		Increase	Increase to 2007 Commission		Increase	Total 2013 Increase	Salary	Cost	Increase	Salary	Cost	Increase	Salary	Cost	Increase	Salary	Cost	Increase	Salary			Cost	Increase			
				Salary	Cost		Salary	Cost																				Salary	Cost	Salary
Governor	1	117,312	117,312	143,748	143,748	23%	143,748	143,748	0%	23%	146,628	146,628	2%	149,556	149,556	2%	152,544	152,544	2%	155,592	155,592	2%	158,700	158,700	2%	906,768	29%			
Lieutenant Governor	1	114,420	114,420	140,220	140,220	23%	140,220	140,220	0%	23%	143,028	143,028	2%	145,884	145,884	2%	148,800	148,800	2%	151,776	151,776	2%	154,812	154,812	2%	884,520	29%			
Admin Dir of the State	1	114,420	114,420	140,220	140,220	23%	140,220	140,220	0%	23%	143,028	143,028	2%	145,884	145,884	2%	148,800	148,800	2%	151,776	151,776	2%	154,812	154,812	2%	884,520	29%			
Attorney General	1	114,420	114,420	140,220	140,220	23%	140,220	140,220	0%	23%	143,028	143,028	2%	145,884	145,884	2%	148,800	148,800	2%	151,776	151,776	2%	154,812	154,812	2%	884,520	29%			
Dept. Director, B&F	1	108,972	108,972	133,536	133,536	23%	140,220	140,220	5%	29%	143,028	143,028	2%	145,884	145,884	2%	148,800	148,800	2%	151,776	151,776	2%	154,812	154,812	2%	884,520	35%			
Dept. Director, DAGS	1	108,972	108,972	133,536	133,536	23%	133,536	133,536	0%	23%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	29%			
Dept. Director, DCCA	1	108,972	108,972	133,536	133,536	23%	133,536	133,536	0%	23%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	29%			
Dept. Director, DOH	1	108,972	108,972	133,536	133,536	23%	133,536	133,536	0%	23%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	29%			
Dept. Director, DOT	1	108,972	108,972	133,536	133,536	23%	133,536	133,536	0%	23%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	29%			
Dept. Director, TAX	1	108,972	108,972	133,536	133,536	23%	133,536	133,536	0%	23%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	29%			
Dept. Director, DBEDT	1	103,512	103,512	133,536	133,536	29%	133,536	133,536	0%	29%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	36%			
Dept. Director, DHS	1	103,512	103,512	133,536	133,536	29%	133,536	133,536	0%	29%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	36%			
Dept. Director, DLIR	1	103,512	103,512	133,536	133,536	29%	133,536	133,536	0%	29%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	36%			
Dept. Director, DLNR	1	103,512	103,512	133,536	133,536	29%	133,536	133,536	0%	29%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	36%			
Dept. Director, DOA	1	103,512	103,512	133,536	133,536	29%	133,536	133,536	0%	29%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	36%			
Dept. Director, DHHH	1	103,512	103,512	133,536	133,536	29%	133,536	133,536	0%	29%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	36%			
Dept. Director, HRD	1	103,512	103,512	133,536	133,536	29%	133,536	133,536	0%	29%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	36%			
Dept. Director, PSD	1	103,512	103,512	133,536	133,536	29%	133,536	133,536	0%	29%	136,212	136,212	2%	138,936	138,936	2%	141,720	141,720	2%	144,552	144,552	2%	147,444	147,444	2%	842,400	36%			
Deputy Dept. Director, AG	1	105,264	105,264	121,992 - 129,000	129,000	23%	129,000	129,000	0%	23%	131,580	131,580	2%	134,208	134,208	2%	136,896	136,896	2%	139,632	139,632	2%	142,428	142,428	2%	813,744	29%			
Deputy Dept. Director, B&F	1	97,524	97,524	116,172 - 122,844	119,508	23%	125,496	125,496	5%	29%	128,004	128,004	2%	130,560	130,560	2%	133,176	133,176	2%	135,840	135,840	2%	138,552	138,552	2%	791,628	35%			
Deputy Dept. Director, DAGS	1	97,524	97,524	116,172 - 122,844	119,508	23%	119,508	119,508	0%	23%	121,896	121,896	2%	124,332	124,332	2%	126,816	126,816	2%	129,348	129,348	2%	131,940	131,940	2%	753,840	29%			
Deputy Dept. Director, DCCA	1	97,524	97,524	116,172 - 122,844	119,508	23%	119,508	119,508	0%	23%	121,896	121,896	2%	124,332	124,332	2%	126,816	126,816	2%	129,348	129,348	2%	131,940	131,940	2%	753,840	29%			
Deputy Dept. Director, DOH	4	97,524	390,096	116,172 - 122,844	119,508	23%	478,032	478,032	0%	23%	121,896	487,584	2%	124,332	497,328	2%	126,816	507,264	2%	129,348	517,392	2%	131,940	527,760	2%	3,015,360	29%			
Deputy Dept. Director, DOT	4	97,524	390,096	116,172 - 122,844	119,508	23%	478,032	478,032	0%	23%	121,896	487,584	2%	124,332	497,328	2%	126,816	507,264	2%	129,348	517,392	2%	131,940	527,760	2%	3,015,360	29%			
Deputy Dept. Director, TAX	1	100,248	100,248	116,172 - 122,844	122,844	23%	122,844	122,844	0%	23%	125,304	125,304	2%	127,812	127,812	2%	130,368	130,368	2%	132,972	132,972	2%	135,636	135,636	2%	774,936	29%			
Deputy Dept. Director, DBEDT	1	92,646	92,646	116,172 - 122,844	119,508	29%	119,508	119,508	0%	29%	121,896	121,896	2%	124,332	124,332	2%	126,816	126,816	2%	129,348	129,348	2%	131,940	131,940	2%	753,840	36%			
Deputy Dept. Director, DHS	1	92,646	92,646	116,172 - 122,844	119,508	29%	119,508	119,508	0%	29%	121,896	121,896	2%	124,332	124,332	2%	126,816	126,816	2%	129,348	129,348	2%	131,940	131,940	2%	753,840	36%			
Deputy Dept. Director, DLIR	1	93,000	93,000	116,172 - 122,844	119,964	29%	119,964	119,964	0%	29%	122,364	122,364	2%	124,812	124,812	2%	127,308	127,308	2%	129,852	129,852	2%	132,444	132,444	2%	756,744	36%			
Deputy Dept. Director, DLNR	2	92,646	185,292	116,172 - 122,844	119,508	29%	239,016	239,016	0%	29%	121,896	243,792	2%	124,332	248,664	2%	126,816	253,632	2%	129,348	258,696	2%	131,940	263,880	2%	1,507,680	36%			
Deputy Dept. Director, DOA	1	92,646	92,646	116,172 - 122,844	119,508	29%	119,508	119,508	0%	29%	121,896	121,896	2%	124,332	124,332	2%	126,816	126,816	2%	129,348	129,348	2%	131,940	131,940	2%	753,840	36%			
Deputy Dept. Director, DHHH	1	92,646	92,646	116,172 - 122,844	119,508	29%	119,508	119,508	0%	29%	121,896	121,896	2%	124,332	124,332	2%	126,816	126,816	2%	129,348	129,348	2%	131,940	131,940	2%	753,840	36%			
Deputy Dept. Director, HRD	1	92,646	92,646	116,172 - 122,844	119,508	29%	119,508	119,508	0%	29%	121,896	121,896	2%	124,332	124,332	2%	126,816	126,816	2%	129,348	129,348	2%	131,940	131,940	2%	753,840	36%			
Deputy Dept. Director, PSD	2	92,646	185,292	116,172 - 122,844	119,508	29%	239,016	239,016	0%	29%	121,896	243,792	2%	124,332	248,664	2%	126,816	253,632	2%	129,348	258,696	2%	131,940	263,880	2%	1,507,680	36%			
Deputy Dept. Director, PSD	1	95,232	95,232	116,172 - 122,844	122,844	29%	122,844	122,844	0%	29%	125,304	125,304	2%	127,812	127,812	2%	130,368	130,368	2%	132,972	132,972	2%	135,636	135,636	2%	774,936	36%			
Total	42		4,242,822				5,331,396				5,438,076		5,546,772		5,657,724		5,770,752		5,886,276						33,630,996	32%				
Cost for 6 years			25,456,932																							8,174,064				
Difference																														

Table 2 - Judicial Salaries and Costs

Position	No. of Empl.	Current Salary Effective 7/1/2009		Recommendation by the 2012 - 2013 Commission on Salaries																				Total Salaries 7/1/2013 to 6/30/2019	Total Increase		
				7/1/2013										7/1/2014		7/1/2015		7/1/2016		7/1/2017		7/1/2018					
				Recommendation by the 2007 Commission		Increase	Increase to 2007 Commission		Increase	Increase to 2006-2007	Salary	Cost	Increase	Salary	Cost	Increase	Salary	Cost	Increase	Salary	Cost	Increase	Salary			Cost	Increase
				Salary	Cost		Salary	Cost																			
Chief Justice, Supreme	1	156,727	156,727	213,840	213,840	36%	213,840	213,840	0%	36%	218,112	218,112	2%	222,480	222,480	2%	226,932	226,932	2%	231,468	231,468	2%	236,100	236,100	2%	1,348,932	43%
Associate Justice, Supreme	4	151,118	604,472	206,184	824,736	36%	206,184	824,736	0%	36%	210,312	841,248	2%	214,524	858,096	2%	218,820	875,280	2%	223,200	892,800	2%	227,664	910,656	2%	5,202,816	43%
Chief Judge, Intermediate	1	145,532	145,532	198,588	198,588	36%	198,588	198,588	0%	36%	202,560	202,560	2%	206,616	206,616	2%	210,744	210,744	2%	214,956	214,956	2%	219,252	219,252	2%	1,252,716	43%
Associate Judge, Intermediate	5	139,924	699,620	190,908	954,540	36%	190,908	954,540	0%	36%	194,724	973,620	2%	198,624	993,120	2%	202,596	1,012,980	2%	206,652	1,033,260	2%	210,780	1,053,900	2%	6,021,420	43%
Circuit Court Judge	33	136,127	4,492,191	185,736	6,129,288	36%	185,736	6,129,288	0%	36%	189,456	6,252,048	2%	193,248	6,377,184	2%	197,112	6,504,696	2%	201,060	6,634,980	2%	205,080	6,767,640	2%	38,665,836	43%
District/Family/Per Diem Court Judge	48	128,296	6,158,208	175,032	8,401,536	36%	175,032	8,401,536	0%	36%	178,536	8,569,728	2%	182,112	8,741,376	2%	185,760	8,916,480	2%	189,480	9,095,040	2%	193,272	9,277,056	2%	53,001,216	43%
Total	92																										
Cost for 6 years			12,256,750																								
Difference			73,540,500																								31,952,436

Table 3 - Legislative Salaries and Costs

Position	No. of Empl.	Current Salary Effective 7/1/2009		Recommendation by the 2007 Commission						Recommendation by the 2012 - 2013 Commission on Salaries										Total Salaries 7/1/2013 to 6/30/2019	Total Increase			
				7/1/2013		Increase	1/1/2014		Increase	1/1/2015		Increase	1/1/2016		Increase	1/1/2017		Increase	1/1/2018			Increase		
				No. of months			No. of months			No. of months			No. of months			No. of months			No. of months					
				6	6	12	12	12	12	12	12	12	12	12	12	12	12	12	12			12	12	
Representative/Senator	74	46,273	3,424,172	55,896	2,068,152	21%	57,852	4,281,048	3%	59,004	4,366,296	2%	60,180	4,453,320	2%	61,380	4,542,120	2%	62,604	6,949,044	2%	26,659,980	30%	
House Speaker/Senate President	2	53,398	106,795	63,396	63,396	19%	65,352	130,704	3%	66,504	133,008	2%	67,680	135,360	2%	68,880	137,760	2%	70,104	210,312	2%	810,540	26%	
Total	76		3,530,968		2,131,548			4,411,752			4,499,304			4,588,680			4,679,880			7,159,356		27,470,520	30%	
Cost for 6 years			21,185,806																					
Difference																							6,284,714	

THE CONSTITUTION OF THE STATE OF HAWAII

ARTICLE XVI

GENERAL AND MISCELLANEOUS PROVISIONS

Section [3.5]. 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 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 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. [Add HB 1917 (2006) and election Nov 7, 2006]

[\$26-56] Commission on salaries. (a) Pursuant to article XVI, section 3.5, 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. [L 2006, c 299, §1]

DAVID Y. IGE
GOVERNOR

JOSH GREEN M.D.
LT. GOVERNOR



KURT KAWAFUCHI
CHAIR

MARILYN M. NIWAO
VICE-CHAIR

MEMBERS:

Carl S. Bonham
Christopher Grandy
Jack P. Suyderhoud
Kristi L. Maynard
Vacant, Member

COUNCIL ON REVENUES

STATE OF HAWAII
P.O. BOX 259
HONOLULU, HAWAII 96809-0259

January 10, 2019

The Honorable David Y. Ige
Governor, State of Hawaii
Executive Chambers
State Capitol, Fifth Floor
Honolulu, HI 96813

Dear Governor Ige:

At its meeting on January 9, 2019, the Council on Revenues lowered its forecast for growth in the State General Fund tax revenue in fiscal year (FY) 2019 from 5.0% to 4.2%. The Council's decision to lower the estimate was based on the expectation of slower economic growth than in the past year. The estimate is in line with the General Fund collections for the first half of FY 2018 which came in at 4.3%. The Council also maintained its growth forecast for FY 2020 to FY 2025 at 4.0%.

The Council believes that the growth of Hawaii's economy has come down from the previous year. While the economy is still performing well overall, the Council cited uncertainty about the future. Among other things, the Council noted the volatility of the stock market, the federal government shutdown, the U.S.-China trade war, and the World Bank's forecast for the global economy outlook is for slower growth. In particular, concerns were expressed that the economy may reach the end of its current expansionary cycle during the seven-year budget window. The majority of the Council noted that while visitor arrivals and expenditures are growing steadily, it expected a slower growth rate.

The new forecasts for the State General Fund tax revenues FY 2019 through FY 2025 are shown in the table below.

General Fund Tax Revenues

Fiscal Year	Amount (in Thousands of Dollars)	Growth From Previous Year
2019	7,081,470	4.2%
2020	7,364,729	4.0%
2021	7,659,318	4.0%
2022	7,965,691	4.0%
2023	8,284,319	4.0%
2024	8,615,692	4.0%
2025	8,960,320	4.0%

The Council adopted specific adjustments recommended by the Department of Taxation to reflect effects on General Fund tax revenues due to tax law changes enacted by the 2018 Legislature, including the following:

- Act 27, SLH 2018 selectively conforms Hawaii income tax laws and estate tax laws to the Internal Revenue Code as of February 9, 2018, and as of December 31, 2017, respectively. The Act is effective June 7, 2018, and applies to taxable years beginning and to decedents dying after December 31, 2017. The estimated gain to the General Fund is estimated to be \$9.2 million in FY 2019, \$14.2 million in FY 2020, \$20.1 million in FY 2021, \$26.9 million in FY 2022, \$34.9 million in FY 2023, \$37.9 in FY 2024, and \$37.1 in FY 2025.
- Act 39, SLH 2018 increases the aggregate amount of the GET cost exemption for developing affordable rental housing from \$7 million to \$30 million per year. Extends the exemption from June 30, 2022, to June 30, 2030. The Act is effective July 1, 2018, and applies retroactively to taxable years beginning after December 31, 2017. The estimated loss to the General Fund is estimated to be \$23.0 million in FY 2019, \$23.0 million in FY 2020, \$23.0 million in FY 2021, \$23.0 million in FY 2022, \$30.0 million in FY 2023, \$30.0 million in FY 2024, and \$30.0 million in FY 2025.
- Act 41, SLH 2018 provides that a person is engaging in business in the State for the purpose of the general excise tax law if, in the current or immediately preceding calendar year, the person has \$100,000 or more in gross income, or two hundred or more separate transactions, from the sale of tangible personal property delivered in the State, services used or consumed in the State, or intangible property used in the State. The Act is effective July 1, 2018, and applies to taxable years beginning after December 31, 2017. The estimated gain to the General Fund is estimated to be \$6.8 million in FY 2019, \$7.6 million in FY 2020, \$7.9 million in FY 2021, \$8.1 million in FY 2022, \$8.3 million in FY 2023, \$8.6 million in FY 2024, and \$8.9 million in FY 2025.

- Act 86, SLH 2018 reduces the allocations of TAT to the Convention Center Special Fund from \$26.5 million to \$16.5 million and the Tourism Special Fund from \$82 million to \$79 million. The Act is effective July 1, 2018. The estimated revenue gain to the General Fund is \$13 million each year from FY 2019 to FY 2025.
- Act 122, SLH 2018 increases the withholding on the amount realized from the disposition of Hawaii real property by nonresidents (HARPTA) from 5% to 7.25%. The Act is effective July 5, 2018, and applies to real estate dispositions that occur on or after September 15, 2018. The expected revenue gain is \$8.1 million in FY 2019 and \$2.6 million from FY 2020 to FY 2025.
- Act 211, SLH 2018 imposes the TAT on transient accommodations brokers, travel agencies, and tour packagers that enter into arrangements to furnish transient accommodations at noncommissioned negotiated contract rates on their share of the proceeds. The Act is effective July 1, 2018, and applies to taxable years beginning after December 31, 2018. The expected revenue gain to the General Fund is \$14.7 million in FY 2019, \$36.6 million in FY 2020, \$38.0 million in FY 2021, \$39.3 million in FY 2022, \$40.6 million in FY 2023, \$42 million in FY 2024, and \$45.6 million in FY 2025.

The Council also took into account provisions from earlier legislation, including the following:

- Act 107, SLH 2017 reinstates three tax rates and brackets (9.0%, 10.0%, and 11.0%) for the highest-income taxpayers imposed by Act 60, SLH 2009, for taxable years beginning after December 31, 2017. The estimated gain to the General Fund is estimated to be \$50.7 million in FY 2019, \$53.3 million in FY 2020, \$55.9 million in FY 2021, \$58.7 million in FY 2022, \$61.6 million in FY 2023, and \$64.7 million in FY 2024.
- Act 107, SLH 2017 establishes a nonrefundable earned income tax credit (EITC) equal to 20 percent of the federal EITC. The tax credit applies to tax years 2018 through 2022. The estimated loss to the General Fund is estimated to be \$16.7 million in FY 2019, \$20.4 million in FY 2020, \$23.8 million in FY 2021, \$27.1 million in FY 2022, \$30.1 million in FY 2023, and \$0.0 in FY 2024.
- Act 107, SLH 2017 repeals the sunset date (December 31, 2017) for the amendments to the refundable food/excise tax credit by Act 223, SLH 2015. The estimated loss to the General Fund is estimated to be \$6.5 million per year from FY 2019 to FY 2024.
- Act 143, SLH 2017 amends the motion picture, digital media, and film production tax credit by limiting total amount of credit to \$35 million/year and extending the credit to January 1, 2026. Total tax credits claimed per qualified production shall

- not exceed \$15 million. The estimated revenue loss to the General Fund is \$35 million from FY 2020 to FY 2024.
- Act 54, SLH 2017 exempts certain affordable rental housing projects from the general excise and use tax. The legislation limits total amount of exemptions to \$7 million/ year starting July 1, 2017 through June 20, 2022. The expected revenue loss is \$7 million in FY 2019-2022.
 - Act 1, SSLH 2017 increases the TAT rate from 9.25% to 10.25%, effective January 1, 2018 through December 31, 2030, and allocates the tax revenue generated from the increase to the Mass Transit Special Fund. The Act also increases the annual allocation to the counties from \$93 million to \$103 million, beginning in FY 2018. The expected revenue loss to the General Fund is \$10 million from FY 2018 to FY 2024.
 - Acts 117 and 121, SLH 2015 changed allocations of the TAT. According to Act 121, TAT allocations for FY 2016 and later are as follows: Tourism special fund \$82 million; Counties \$93 million (except \$103 million in FY 2016 and FY 2017); Convention Center special fund \$26.5 million; and Turtle Bay conservation easement \$1.5 million. Act 117 allocated \$3 million annually to the Special Land Development fund starting in FY 2017. The changes in allocations are expected to yield \$2 million in additional General Fund tax revenues in FY 2017 and thereafter. Note that Act 107, SLH 2017 directs \$103 million from FY 2018 and beyond.
 - Act 120, SLH 2015 provides a tax credit for converting cesspools to a septic system or connecting to a wastewater system. The tax credit expires December 31, 2020 and is estimated to reduce General Fund tax revenues by \$5 million annually from FY 2017 through FY 2021.
 - Act 223, SLH 2015 modifies the food/excise tax credit (an increase for certain taxpayers) for tax years 2016 and 2017. The Act is estimated to reduce General Fund tax revenues by \$6.5 million in FY 2017 and in FY 2018.
 - Act 89, SLH 2013 amends the motion picture digital media and film production tax credit. The Act increases the credit rate from 15% to 20% for productions on Oahu and from 20% to 25% for productions on the neighbor islands. The Act also increases the cap on the amount of the credit per production from \$8 million to \$15 million and moves the expiration date for the credit from January 1, 2016 to January 1, 2019. The Act is estimated to raise the annual cost of the tax credit by about \$21 million.

The Department of Taxation has prepared a report (attached) detailing line-item forecasts for various components of the General Fund, reconciled to the Council's forecast growth rate for total General Fund tax revenues. The line-item forecasts include

The Honorable David Y. Ige

January 10, 2019

Page 5

components, such as revenues from the General Excise Tax and from the Individual Income Tax that the Council does not forecast separately. Also, the Department of Budget and Finance has prepared the attached report to update its projections for change in non-tax and special tax revenues from its September 2018 report.

Please advise us if we can be of further assistance or if we can answer any questions.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kurt Kawafuchi".

KURT KAWAFUCHI
Chair, Council on Revenues

Attachments

DAVID Y. IGE
GOVERNOR

JOSH GREEN M.D.
LT. GOVERNOR



KURT KAWAFUCHI
CHAIR

MARILYN M. NIWAO
VICE-CHAIR

MEMBERS:

Carl S. Bonham
Christopher Grandy
Jack P. Suyderhoud
Kristi L. Maynard
Vacant, Member

COUNCIL ON REVENUES

STATE OF HAWAII
P.O. BOX 259
HONOLULU, HAWAII 96809-0259

March 15, 2019

The Honorable David Y. Ige
Governor, State of Hawaii
Executive Chambers
State Capitol, Fifth Floor
Honolulu, HI 96813

Dear Governor Ige:

At its meeting on March 12, 2019, the Council on Revenues lowered its forecast for growth of the State General Fund tax revenue in fiscal year (FY) 2019 from 4.2% to 3.0%. The Council's decision to lower the estimate was based on the expectation of lower economic growth and lower than expected tax revenue growth. The cumulative State General Fund growth rate for the first eight months of the current fiscal year ending June 30, 2019 was 2.1% compared to the eight-month growth rate of 6.9% for the same period in the last fiscal year. The Council maintained its annual growth forecast for FY 2020 to FY 2025 at 4.0%.

The Council believes that the growth of Hawaii's economy has declined from the previous year. After the previous period of record growth, the Council expressed additional uncertainty about the future. The Council discussed global and national signs of a slowdown in the economy and their impact on Hawaii's economy. In addition, the Council considered factors affecting Hawaii's economy such as a population decline in two previous years, and lower growth in visitor arrivals and expenditures, job creation, and construction activity. The Council also discussed the impact of Southwest Airlines entering the Hawaii market offering lower-cost airline tickets to the islands. Furthermore, the Council expressed concerns that the economy may reach the end of its current expansionary cycle during the seven-year budget window.

The Council also discussed the permanent and temporary effects of the tax law changes of the Tax Cuts and Jobs Act of 2017, such as how temporary tax planning actions taken by Hawaii taxpayers in late 2017 may have caused a one-time increase in

state tax payments in the prior fiscal year. Moreover, the Council also discussed whether any new tax collection initiatives had been undertaken for on-line sellers in light of the Wayfair online sales tax case as well as whether there had been any administrative changes impacting the timing of tax collections.

The new forecasts for the State General Fund tax revenues FY 2019 through FY 2025 are shown in the table below.

General Fund Tax Revenues

Fiscal Year	Amount (in Thousands of Dollars)	Growth From Previous Year
2019	6,999,917	3.0%
2020	7,279,914	4.0%
2021	7,571,111	4.0%
2022	7,873,955	4.0%
2023	8,188,913	4.0%
2024	8,516,470	4.0%
2025	8,857,129	4.0%

The Council adopted specific adjustments recommended by the Department of Taxation to reflect effects on General Fund tax revenues due to tax law changes enacted by the 2018 Legislature, including the following:

- Act 27, SLH 2018 selectively conforms Hawaii income tax laws and estate tax laws to the Internal Revenue Code as of February 9, 2018, and as of December 31, 2017, respectively. The Act is effective June 7, 2018, and applies to taxable years beginning and to decedents dying after December 31, 2017. The estimated gain to the General Fund is estimated to be \$9.2 million in FY 2019, \$14.2 million in FY 2020, \$20.1 million in FY 2021, \$26.9 million in FY 2022, \$34.9 million in FY 2023, \$37.9 million in FY 2024, and \$37.1 million in FY 2025.
- Act 39, SLH 2018 increases the aggregate amount of the GET cost exemption for developing affordable rental housing from \$7 million to \$30 million per year. Extends the exemption from June 30, 2022, to June 30, 2030. The Act is effective July 1, 2018, and applies retroactively to taxable years beginning after December 31, 2017. The estimated loss to the General Fund is estimated to be \$23.0 million in FY 2019, \$23.0 million in FY 2020, \$23.0 million in FY 2021, \$23.0 million in FY 2022, \$30.0 million in FY 2023, \$30.0 million in FY 2024, and \$30.0 million in FY 2025.

- Act 41, SLH 2018 provides that a person is engaging in business in the State for the purpose of the general excise tax law if, in the current or immediately preceding calendar year, the person has \$100,000 or more in gross income, or two hundred or more separate transactions, from the sale of tangible personal property delivered in the State, services used or consumed in the State, or intangible property used in the State. The Act is effective July 1, 2018, and applies to taxable years beginning after December 31, 2017. The estimated gain to the General Fund is estimated to be \$6.8 million in FY 2019, \$7.6 million in FY 2020, \$7.9 million in FY 2021, \$8.1 million in FY 2022, \$8.3 million in FY 2023, \$8.6 million in FY 2024, and \$8.9 million in FY 2025.
- Act 86, SLH 2018 reduces the allocations of TAT to the Convention Center Special Fund from \$26.5 million to \$16.5 million and the Tourism Special Fund from \$82 million to \$79 million. The Act is effective July 1, 2018. The estimated revenue gain to the General Fund is \$13 million from FY 2019 to FY 2025.
- Act 122, SLH 2018 increases the withholding on the amount realized from the disposition of Hawaii real property by nonresidents (HARPTA) from 5% to 7.25%. The Act is effective July 5, 2018, and applies to real estate dispositions that occur on or after September 15, 2018. The expected revenue gain is \$8.1 million in FY 2019 and \$2.6 million from FY 2020 to FY 2025.
- Act 211, SLH 2018 imposes the TAT on transient accommodations brokers, travel agencies, and tour packagers that enter into arrangements to furnish transient accommodations at noncommissioned negotiated contract rates on their share of the proceeds. The Act is effective July 1, 2018, and applies to taxable years beginning after December 31, 2018. The expected revenue gain to the General Fund is \$14.7 million in FY 2019, \$36.6 million in FY 2020, \$38.0 million in FY 2021, \$39.3 million in FY 2022, \$40.6 million in FY 2023, \$42 million in FY 2024, and \$45.6 million in FY 2025.

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The Honorable David Y. Ige

March 15, 2019

Page 5

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Please advise us if we can be of further assistance or if we can answer any questions.

Very truly yours,



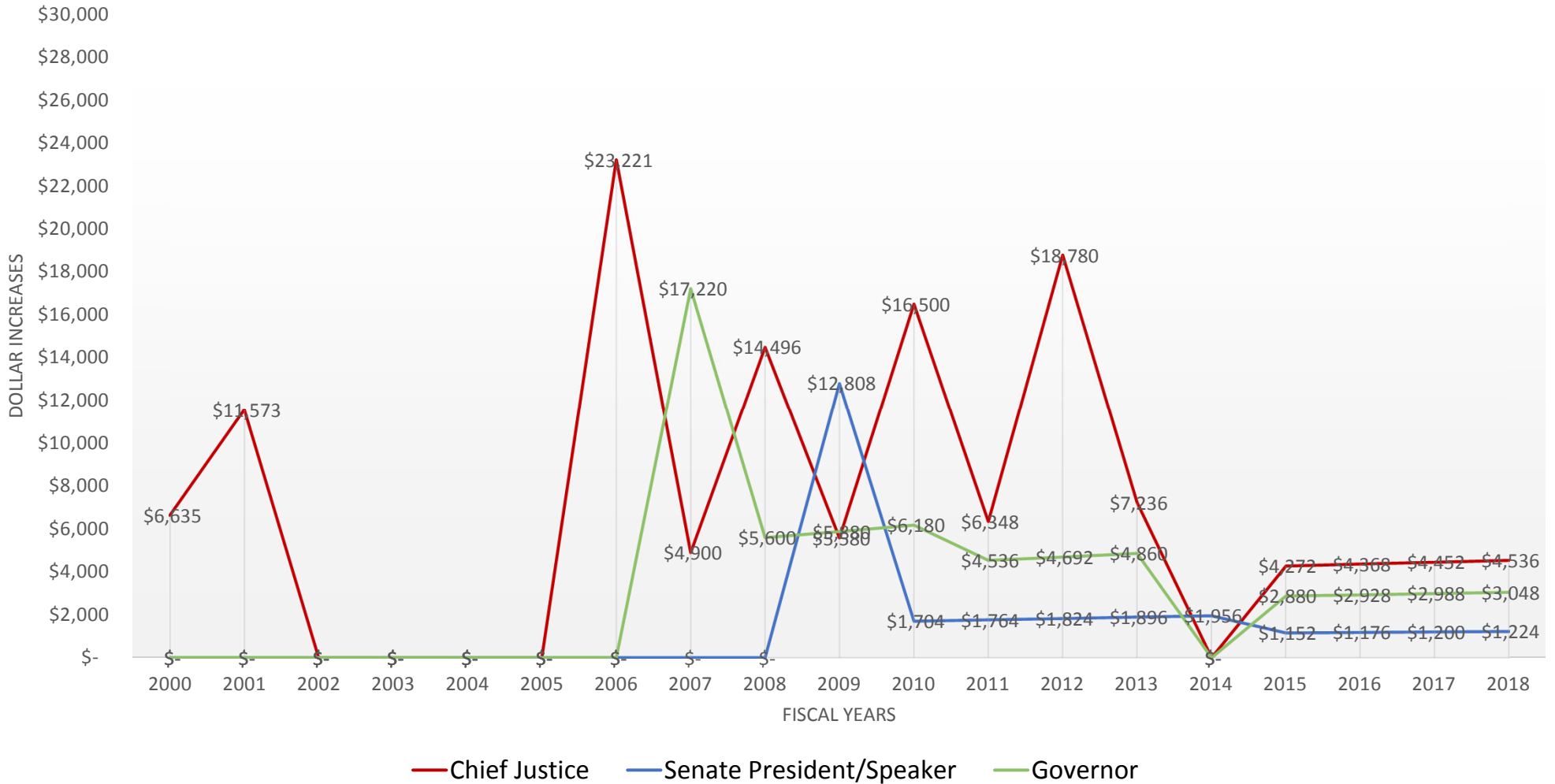
KURT KAWAFUCHI
Chair, Council on Revenues

Attachments

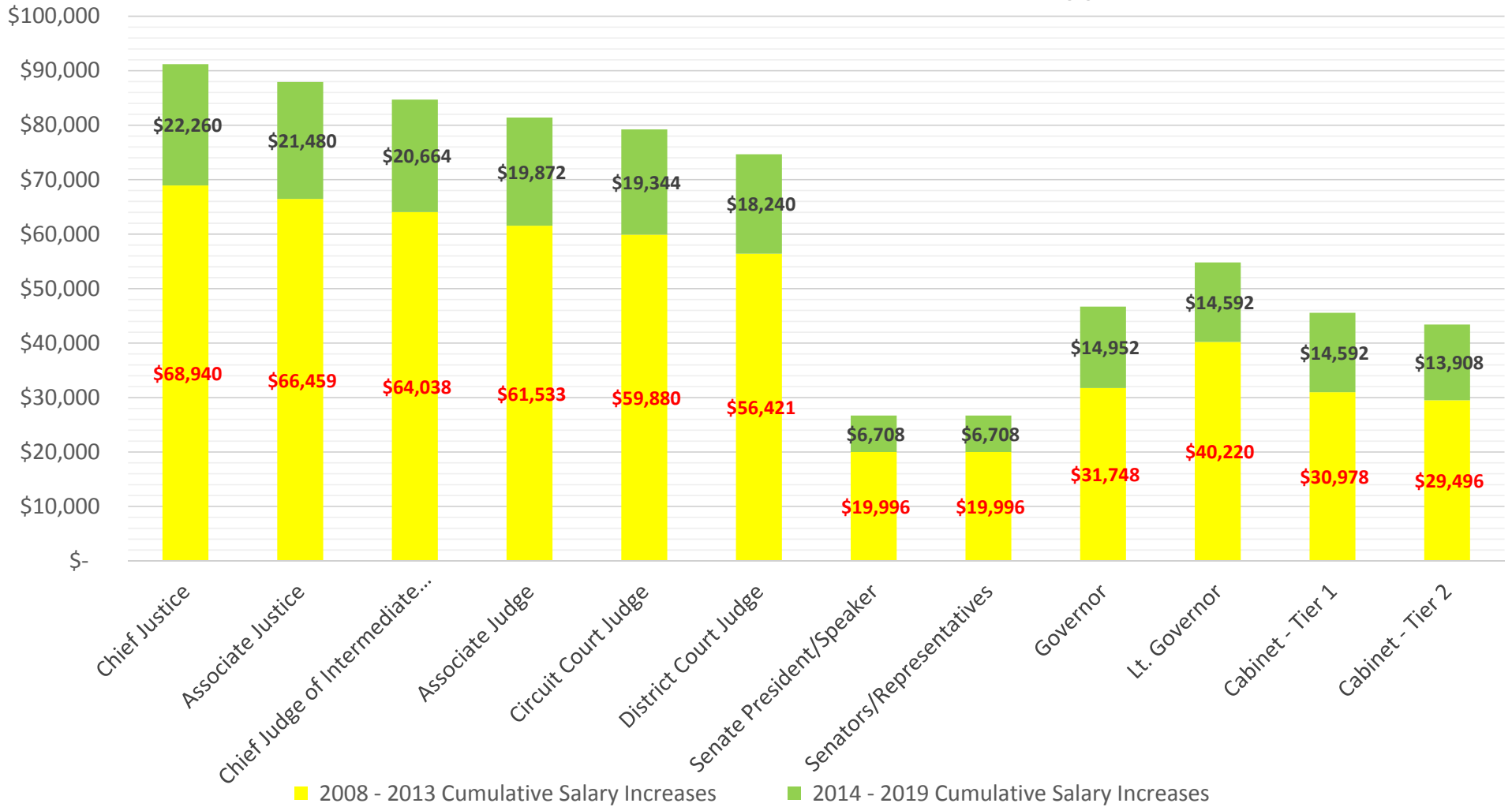
Analysis of Senate President's, Speaker's, Chief Justice's, and Governor's Salaries over a 20-Year Period

Fiscal Year	Senate President /Speaker Annual Salaries	Chief Justice Annual Salary	Governor Annual Salary
1999	\$43,400	\$98,571	\$94,780
2000	\$43,400	\$105,206	\$94,780
2001	\$43,400	\$116,779	\$94,780
2002	\$43,400	\$116,779	\$94,780
2003	\$43,400	\$116,779	\$94,780
2004	\$43,400	\$116,779	\$94,780
2005	\$43,400	\$116,779	\$94,780
2006	\$43,400	\$140,000	\$94,780
2007	\$43,400	\$144,900	\$112,000
2008	\$43,400	\$159,396	\$117,000
2009	\$49,804	\$164,976	\$123,480
2010	\$57,060	\$181,476	\$129,660
2011	\$58,794	\$187,824	\$134,196
2012	\$60,588	\$206,604	\$138,888
2013	\$62,448	\$213,840	\$143,748
2014	\$64,374	\$213,840	\$143,748
2015	\$65,928	\$218,112	\$146,628
2016	\$67,092	\$222,480	\$149,556
2017	\$68,280	\$226,932	\$152,544
2018	\$69,492	\$231,468	\$155,592
\$ Change Between 1999 - 2018	\$26,092	\$132,897	\$60,812
\$ Change Between 1999 - 2018	60%	135%	64%

Cumulative Dollar Increases over 18-Year Period



2007 and 2013 Commission on Salaries: Recommended and Approved Increases



Federal Salary Increase History

Year	Senior Executive Service	Congress	Judicial
2019	0.0%		
2018	1.4%	0.0%	1.4%
2017	1.0%	0.0%	1.0%
2016	1.0%	0.0%	1.0%
2015	1.0%	0.0%	1.0%
2014	1.0%	0.0%	14.3% *
2013	0.0%	0.0%	0.0%
2012	0.0%	0.0%	0.0%
2011	0.0%	0.0%	0.0%
2010	1.5%	0.0%	0.0%
2009	2.8%	2.8%	2.8%
2008	2.5%	2.5%	2.5%
Average	1.0%	0.5%	2.2%

* These salary levels reflect two separate adjustments. *Beer v. United States*, 696 F.3d 1174 (Fed. Cir. 2012), *cert. denied*, 133 S.Ct. 1997, held that the denial of certain cost-of-living adjustments for judges was an unconstitutional deprivation of judicial compensation in violation of the Compensation Clause and that a 2001 amendment that barred judges from receiving additional compensation except as Congress specifically authorized did not override the provisions of the Ethics Reform Act of 1989, Pub. L. No. 101-194. In an order filed on December 10, 2013, in *Barker v. United States*, No. 12-826 (Fed. Cl. filed Nov. 30, 2012), this holding was applied to other Article III judges, effective that date. As directed by these decisions, the salaries were reset to include the missed adjustments, resulting in the salaries of circuit judges set at \$209,100, district judges at \$197,100, the Chief Justice at \$253,000 and the Associate Justices at \$242,000. These salary levels were then further adjusted by the one percent cost-of-living adjustment provided to nearly all federal government employees and officials, in accordance with Executive Order No. 13655 (Dec. 23, 2013), effective January 1, 2014.

Executive Branch Salaries

	Attorney General (B&F Director & Deputy - July 2013 to June 2019)						Health, Transportation, Accounting & General Services, Commerce & Consumer Affairs, Taxation, Budget & Finance						Human Services, Labor & Industrial Rel, Land & Natural Resources, Business Economic Development & Tourism						Human Resources Dev, Hawaiian Home Lands, Agriculture, Public Safety											
	Governor		Lt. Governor		Administrative Director of the State		Dept Head		Deputy		Dept Heads (6)		Deputies (11)		Dept Heads (4)		Deputies (5)		Dept Heads (4)		Deputies (6)									
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max								
1/1/1990	94,780		90,041		90,041		85,302		72,886		77,966		85,302		72,886		77,966		85,302		72,886		77,966							
7/1/1990		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/1991		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/1992		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/1993		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/1994		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/1995		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/1996		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/1997		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/1998		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/1999		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/2000		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/2001		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/2002		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/2003		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%		0%	0%							
7/1/2004		0%		0%		0%	105,000	23%	91,350	25%	96,600	24%	100,000	17%	87,000	19%	92,000	18%	95,000	11%	82,650	13%	87,400	12%	90,000	6%	78,300	7%	82,800	6%
7/1/2005		0%		0%		0%	107,100	2%	93,177	2%	98,532	2%	102,000	2%	88,740	2%	93,840	2%	96,900	2%	84,303	2%	89,148	2%	91,800	2%	79,866	2%	84,456	2%
7/1/2006	112,000	18%	100,000	11%	100,000	11%	109,242	2%	95,041	2%	100,503	2%	104,040	2%	90,515	2%	95,717	2%	98,838	2%	85,989	2%	90,931	2%	93,636	2%	81,463	2%	86,145	2%
7/1/2007	117,600	5%	105,000	5%	105,000	5%	114,708	5%	99,792	5%	105,528	5%	109,248	5%	95,040	5%	100,500	5%	103,776	5%	90,288	5%	95,472	5%	98,316	5%	85,536	5%	90,456	5%
7/1/2008	123,480	5%	120,444	15%	120,444	15%	120,444	5%	104,784	5%	110,808	5%	114,708	5%	99,792	5%	105,528	5%	108,960	5%	94,800	5%	100,248	5%	108,960	11%	94,800	11%	100,248	11%
7/1/2009	117,312	-5%	114,420	-5%	114,420	-5%	114,420	-5%	99,540	-5%	105,264	-5%	108,972	-5%	94,800	-5%	100,248	-5%	103,512	-5%	90,060	-5%	95,232	-5%	103,512	-5%	90,060	-5%	95,232	-5%
7/1/2010		0%		0%		0%		0%		0%			0%		0%		0%		0%		0%		0%		0%		0%		0%	0%
7/1/2011		0%		0%		0%		0%		0%			0%		0%		0%		0%		0%		0%		0%		0%		0%	0%
7/1/2012		0%		0%		0%		0%		0%			0%		0%		0%		0%		0%		0%		0%		0%		0%	0%
7/1/2013	143,748	23%	140,220	23%	140,220	23%	140,220	23%	121,992	23%	129,000	23%	133,536	29%	116,172	23%	122,844	23%	133,536	29%	116,172	29%	122,844	29%	133,536	29%	116,500	29%	122,844	29%
7/1/2014	146,628	2%	143,028	2%	143,028	2%	143,028	2%	124,428	2%	131,580	2%	136,212	2%	118,500	2%	125,304	2%	136,212	2%	118,500	2%	125,304	2%	136,212	2%	118,500	2%	125,304	2%
7/1/2015	149,556	2%	145,884	2%	145,884	2%	145,884	2%	126,912	2%	134,208	2%	138,936	2%	120,876	2%	127,812	2%	138,936	2%	120,876	2%	127,812	2%	138,936	2%	120,876	2%	127,812	2%
7/1/2016	152,544	2%	148,800	2%	148,800	2%	148,800	2%	129,456	2%	136,896	2%	141,720	2%	123,288	2%	130,368	2%	141,720	2%	123,288	2%	130,368	2%	141,720	2%	123,288	2%	130,368	2%
7/1/2017	155,592	2%	151,776	2%	151,776	2%	151,776	2%	132,048	2%	139,632	2%	144,552	2%	125,748	2%	132,972	2%	144,552	2%	125,748	2%	132,972	2%	144,552	2%	125,748	2%	132,972	2%
7/1/2018	158,700	2%	154,812	2%	154,812	2%	154,812	2%	134,688	2%	142,428	2%	147,444	2%	128,268	2%	135,636	2%	147,444	2%	128,268	2%	135,636	2%	147,444	2%	128,268	2%	135,636	2%

**FB 17-19 Operating Budget
Statewide Totals By Department - All Funds**

		Budget Base*	% of	Budget Base*	% of	FY 2018	% of	FY 2019	% of
		FY 2018	Total	FY 2019	Total		Total		Total
	perm	740.50		740.50		749.00		749.00	
	temp	20.94		20.94		26.44		29.44	
Accounting & General Svcs	\$	199,284,115	1.5%	202,384,087	1.5%	217,699,388	1.5%	212,429,721	1.5%
	perm	331.00		331.00		341.45		341.45	
	temp	32.25		32.25		33.25		33.25	
Agriculture	\$	49,789,873	0.4%	49,789,873	0.4%	64,126,018	0.4%	52,232,809	0.4%
	perm	666.78		666.78		670.78		670.78	
	temp	73.47		73.47		71.72		71.72	
Attorney General	\$	95,388,025	0.7%	95,388,025	0.7%	99,707,581	0.7%	99,630,557	0.7%
	perm	143.00		143.00		169.00		169.00	
	temp	159.96		159.96		160.96		160.96	
Business, Econ. Dev. & Tourism	\$	290,587,735	2.2%	290,587,735	2.2%	299,867,476	2.1%	229,234,932	1.6%
	perm	317.50		317.50		371.50		372.50	
	temp	52.00		52.00		2.00		2.00	
Budget and Finance	\$	2,566,311,986	19.0%	2,566,311,986	19.0%	2,647,942,309	18.6%	2,799,630,082	19.5%
	perm	492.00		492.00		501.00		501.00	
	temp	37.00		37.00		38.00		38.00	
Commerce & Consumer Affairs	\$	78,082,097	0.6%	78,082,097	0.6%	86,323,959	0.6%	84,591,486	0.6%
	perm	256.25		256.25		265.00		265.00	
	temp	204.00		204.00		207.00		207.00	
Defense	\$	130,766,869	1.0%	130,766,869	1.0%	135,842,803	1.0%	131,735,610	0.9%
	perm	20,065.75		20,065.75		20,084.75		20,104.75	
	temp	2,171.05		2,171.05		2,170.00		2,170.00	
Education	\$	1,964,293,539	14.6%	1,964,293,539	14.6%	2,008,492,450	14.1%	2,012,589,833	14.0%
	perm	18.00		18.00		18.00		18.00	
	temp	-		-		-		-	
Charter Schools	\$	78,955,854	0.6%	78,955,854	0.6%	87,002,798	0.6%	87,219,727	0.6%
	perm	555.00		555.00		565.50		565.50	
	temp	1.00		1.00		1.00		1.00	
Public Libraries	\$	40,136,320	0.3%	40,136,320	0.3%	40,571,468	0.3%	40,756,616	0.3%
	perm	23.00		23.00		23.00		23.00	
	temp	24.00		24.00		24.00		24.00	
Governor	\$	3,850,740	0.0%	3,850,740	0.0%	4,000,740	0.0%	4,000,740	0.0%
	perm	204.00		204.00		204.00		204.00	
	temp	2.00		2.00		2.00		2.00	
Hawaiian Home Lands	\$	50,138,613	0.4%	50,138,613	0.4%	31,263,966	0.2%	31,263,966	0.2%
	perm	2,662.12		2,662.12		2,711.25		2,711.25	
	temp	588.30		588.30		579.55		573.55	
Health	\$	1,015,169,079	7.5%	1,015,169,079	7.5%	1,097,358,618	7.7%	1,056,299,285	7.3%

**FB 17-19 Operating Budget
Statewide Totals By Department - All Funds**

		Budget Base*	% of	Budget Base*	% of	FY 2018	% of	FY 2019	% of
		FY 2018	Total	FY 2019	Total		Total		Total
	perm	2,835.25		2,835.25		2,835.25		2,835.25	
	temp	-		-		-		-	
HHSC	\$	690,521,844	5.1%	690,521,844	5.1%	757,387,844	5.3%	731,507,844	5.1%
	perm	100.00		100.00		98.00		98.00	
	temp	-		-		-		-	
Human Resources Development	\$	22,054,750	0.2%	22,054,750	0.2%	24,411,778	0.2%	24,639,778	0.2%
	perm	2,250.75		2,250.75		2,272.75		2,272.75	
	temp	135.00		135.00		122.00		122.00	
Human Services	\$	3,289,356,132	24.4%	3,289,356,132	24.4%	3,499,312,826	24.5%	3,655,272,161	25.4%
	perm	621.55		621.55		631.55		631.55	
	temp	88.50		88.50		86.50		86.50	
Labor and Industrial Relations	\$	470,153,995	3.5%	470,153,995	3.5%	469,854,732	3.3%	472,297,039	3.3%
	perm	827.50		827.50		853.00		853.00	
	temp	113.00		113.00		113.00		113.00	
Land and Natural Resources	\$	128,714,166	1.0%	128,714,166	1.0%	167,829,518	1.2%	153,350,881	1.1%
	perm	3.00		3.00		3.00		3.00	
	temp	11.00		11.00		11.00		11.00	
Lieutenant Governor	\$	1,061,626	0.0%	1,061,626	0.0%	1,061,626	0.0%	1,061,626	0.0%
	perm	2,724.10		2,724.10		2,744.10		2,744.10	
	temp	46.00		46.00		46.00		46.00	
Public Safety	\$	275,180,259	2.0%	275,180,259	2.0%	285,483,194	2.0%	282,648,897	2.0%
	perm	-		-		-		-	
	temp	-		-		-		-	
Subsidies	\$	-	0.0%	-	0.0%	-	0.0%	-	0.0%
	perm	388.00		388.00		388.00		388.00	
	temp	150.00		150.00		150.00		150.00	
Taxation	\$	29,523,935	0.2%	29,523,935	0.2%	29,407,967	0.2%	29,282,967	0.2%
	perm	2,258.50		2,258.50		2,354.50		2,355.50	
	temp	12.00		12.00		12.00		12.00	
Transportation	\$	836,702,556	6.2%	836,702,556	6.2%	1,011,317,546	7.1%	997,022,506	6.9%
	perm	7,328.65		7,328.65		7,344.65		7,344.65	
	temp	131.75		131.75		131.75		131.75	
University of Hawaii	\$	1,166,158,066	8.7%	1,166,158,066	8.7%	1,188,058,438	8.3%	1,187,992,438	8.3%
	perm	45,812.20		45,812.20		46,199.03		46,221.03	
	temp	4,053.22		4,053.22		3,988.17		3,985.17	
TOTAL REQUIREMENTS	\$	13,472,182,174	100.0%	13,475,282,146	100.0%	14,254,325,043	100.0%	14,376,691,501	100.0%

*The FYs 18 and 19 Budget Bases reflect FY 17 appropriations from Act 119, SLH 2015, as amended by Act 124, SLH 2016, plus collective bargaining and specific recurring costs, and minus non-recurring expense adjustments.

Executive Salary Jurisdiction Comparisons

POSITIONS	STATE ¹	C&C HONOLULU	HAWAII	MAUI	KAUAI ²
EFFECTIVE DATES: (EXCEPT AS NOTED)	7/1/18	7/1/18	3/1/18	7/1/16	07/01/18
GOVERNOR	\$158,700				
LT. GOVERNOR	\$154,812				
ADMIN DIRECTOR of the STATE	\$154,812				
MAYOR		\$180,120	\$162,582	\$151,979	\$135,300.00
M.D./ ADMIN. ASS'T./ DIR.		\$172,296	\$153,612	\$141,551	\$125,602.48
DEPUTY M.D.		\$163,344	\$132,744	\$127,396	
PROS ATTY		\$170,712	\$153,228	\$142,306	\$122,340.93
1ST DEPUTY PA		\$162,312	\$145,968	\$135,190	\$117,446.55
DEPUTIES: PA, Corp Counsel		\$57,120 - \$158,472 (PA) \$72,600 - \$160,920 (CC)	\$76,614-\$137,905	\$87,234 - \$130,877 (7/1/18)	\$112,299.00
DEPT. HEADS					
DAGS, DBEDT, DCCA, DHHL, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	\$147,444				
BUDGET & FINANCE	\$154,812	\$160,820	\$132,726	\$131,118 ³	\$122,340.93
ATTORNEY GENERAL/CORP COUNSEL	\$154,812	\$165,552		\$142,306	\$122,340.93
HUMAN RESOURCES	\$147,444	\$160,820	\$128,628	\$127,512	\$117,446.55
INFO TECH		\$160,820	\$126,420		
POLICE		\$198,840	\$153,270	\$151,200	\$130,495.83
FIRE		\$192,528	\$151,200 ⁴	\$151,200	\$130,495.83 ⁴
MEDICAL EXAMINER		\$299,712			
EMERGENCY SERVICES		\$160,820			
PLANNING		\$160,820	\$132,744	\$130,732	\$122,340.93
PUBLIC WORKS			\$132,582	\$139,232	\$122,340.93 ⁵
DESIGN & CONSTRUCTION		\$160,820			
FACILITIES MAINTENANCE		\$160,820			
ENVIRONMENTAL SERVICES		\$160,820	\$132,744	\$139,232	
LIQUOR			\$126,420	\$132,432	\$112,299.00
WATER		\$180,019 ⁶ (11/1/17)	\$130,680 ⁶	\$135,884	\$122,340.93
CUSTOMER SERVICES		\$160,820			
ENTERPRISE SERVICES		\$160,820			
HOUSING			\$126,420	\$127,769 (& HC)	\$117,446.55
LAND MANAGEMENT		\$160,820			
PARKS		\$160,820	\$128,760	\$128,542	\$122,340.93
RESEARCH & DEV./ECONOMIC DEV.			\$126,420		\$112,299.00
ROYAL HAWAIIAN BAND		\$141,984			
TRANSPORTATION		\$160,820		\$120,299	
DEPUTIES					
DAGS, DBEDT, DCCA, DHHL, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	\$128,268 - \$135,636				
BUDGET & FINANCE	\$134,688 - \$142,428	\$152,688	\$126,402	\$118,006 ³	\$117,446.55
1ST DEPUTY AG/CORP COUNSEL	\$134,688 - \$142,428	\$152,688	\$145,968	\$135,190	\$117,446.55
HUMAN RESOURCES	\$128,268 - \$135,636	^^	\$122,628	\$114,760	
INFO TECH		\$152,688			

POSITIONS	STATE ¹	C&C HONOLULU	HAWAII	MAUI	KAUAI ²
EFFECTIVE DATES: (EXCEPT AS NOTED)	7/1/18	7/1/18	3/1/18	7/1/16	07/01/18
POLICE		\$189,648	\$145,968	\$143,640	\$117,446.55
FIRE		\$183,600	\$143,640 ⁴	\$143,640	\$117,446.55 ⁴
MEDICAL EXAMINER		\$239,808			
EMERGENCY SERVICES		\$152,688			
PLANNING		\$152,688	\$126,420	\$117,659	\$112,299.00
PUBLIC WORKS			\$126,264	\$125,310	\$117,446.55 ⁵
DESIGN & CONSTRUCTION		\$152,688			
FACILITIES MAINTENANCE		\$152,688			
ENVIRONMENTAL					
MANAGEMENT		\$152,688	\$126,420	\$125,310	
LIQUOR				\$119,188	
WATER		\$171,836 ⁶ (11/1/17)	\$118,800 ⁶	\$121,288	\$117,446.55
CUSTOMER SERVICES		\$152,688			
ENTERPRISE SERVICES		\$152,688			
HOUSING				\$114,992 (&HC)	
LAND MANAGEMENT		\$152,688			
PARKS		\$152,688	\$122,628	\$115,688	\$117,446.55
RESEARCH & DEV/ ECONOMIC DEV.			\$113,778		
TRANSPORTATION		\$152,688		\$108,269	
LEGISLATIVE BRANCH					
	1/1/18	7/1/18	3/1/2018	7/1/2013	12/01/18
SPEAKERS/PRES	\$70,104				
MEMBERS HSE/SEN	\$62,604				
COUNCIL CHAIRPERSON		\$74,376	\$77,016	\$82,225	\$72,808.83
COUNCIL MEMBERS		\$66,576	\$70,008	\$76,475	\$64,715.50
COUNTY CLERK			\$126,420		\$122,340.93
DEPUTY COUNTY CLERK			\$113,778		\$117,446.55
COUNTY AUDITOR			\$126,420	\$131,040	\$122,340.93
¹ State departments have statewide responsibility for all islands. ² Salaries for the County of Kauai reflects the maximum salary each position may be compensated at. The respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the maximum salary. ³ Maui's Budget & Finance does not include Budget. ⁴ Hawaii Fire includes Emergency Medical Services and Ocean Safety; Kauai Fire includes Ocean Safety ⁵ Kauai's Public Works includes Environmental ⁶ Salary set by Water Board ^{^^} City's HR Deputy is a Civil Service position (inadvertently included the salary of all Deputies on previous chart)					
Last Updated 09/14/18					

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			Receives travel allowance	Reimbursed for travel expenses	Official residence
			Automobile	Airplane	Helicopter			
Alabama	120,395	37	★	★	★	...	★(b)	★
Alaska	145,000	82	★	★	...	...	★(b)	★
Arizona	95,000	26 (f)	★	★	...	...	★(b)	...
Arkansas	143,820	60	★	★	★	...	★	...
California	195,803	88	★	...	...	...	(d)	★
Colorado	90,000	50	★	★	...	★	★	★
Connecticut	150,000	27	★	...	...	...	...	(e)
Delaware	171,000	28	★	...	...	...	...	★
Florida	130,273 (c)	276 (f)	★	★(j)	...	(b)	(b)	★
Georgia	139,339	56 (f)	★	★	★	...	...	★
Hawaii	155,592	51	★	...	...	★	★	★
Idaho	124,436	17	★	★	...	...	★	...
Illinois	177,412 (c)	91	★	...	...	...	...	★
Indiana	121,233	34	★	★	★	★(b)	★(b)	★
Iowa	130,000	18	★	...	...	...	★	★
Kansas	99,636	24	★	★	★	...	★	★
Kentucky	145,992	45	★	★	★	...	★(b)	★
Louisiana	130,000	93 (f)	★	★	★	...	★	★
Maine	70,000	21	★	...	...	★	★	★
Maryland	170,000	85 (f)	★	★	★	(b)	(b)	★
Massachusetts	151,800	approx. 60	★	...	★	★(b)	★(b)	...
Michigan	159,300 (c)	75	★	★	★	(b)	(b)	★
Minnesota	127,629	37	★	★	★	...	★	★
Mississippi	122,160	29	★	★(k)	...	...	★	★
Missouri	133,821	21	★	★	...	(b)	(d)	★
Montana	115,505	58 (f)	★	★	★	...	★	★
Nebraska	105,000	9	★	★	...	★	★	★
Nevada	149,573	18 (f)	★	★	...	(b)	★(b)	★
New Hampshire	127,443	18	★	...	...	(b)	(d)	(e)
New Jersey	175,000	128	★	...	★	★	★(b)	★
New Mexico	110,000	33	★	★	★	...	★	★
New York	179,000 (c)	180	★	★	★	...	★	★
North Carolina	144,349	59	★	★	...	★	★	★
North Dakota	129,096 (c)	18	★	★	...	...	★	★
Ohio	148,886	58	★	★	★	(b)	(d)	(e)
Oklahoma	147,000	34	★	★	...	... (b)	★(b)	★
Oregon	98,600	65 (f)	★	...	...	★(b)	★(b)	★
Pennsylvania	194,850	68	★	★	...	...	★(b)	★
Rhode Island	139,695 (c)	39	★	...	★	...	★(b)	...
South Carolina	106,078	16	★	★	...	...	★	★
South Dakota	112,214	18.75	★	★	...	...	★	★
Tennessee	119,116 (c)	37	★	★	★	★(b)	(d)	★
Texas	153,750	277	★	★	★	...	★	★
Utah	150,000	23	★	★	★	...	★	★
Vermont	166,046	14	★	★	...	...	...	...
Virginia	175,000	36	★	★	★	...	★	★
Washington	175,353	36	★	★	...	(b)	(d)	★
West Virginia	150,000	56	★	★	★	(b)	...	★
Wisconsin	146,786	34	★	★	...	...	(d)	★
Wyoming	105,000	18	★	★	...	...	★(b)	★
American Samoa	90,000	23	★	...	...	(b)	...	★
Guam	130,000	42	★	...	...	\$218/day	...	★
CNMI*	70,000	16	★	...	...	(b)	...	★
Puerto Rico	70,000	28	★	(g)	(g)	...	★	★
U.S. Virgin Islands	150,000	84	★	...	...	...	★	★

See footnotes at end of table

TABLE 4.3

The Governors: Compensation, Staff, Travel and Residence (continued)

Source: The Council of State Governments survey of governors' offices, September 2017.

*Commonwealth of the Northern Mariana Islands

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) Travel expenses.

Alabama—According to state policy.

Alaska—\$60/day per diem plus actual lodging expenses.

American Samoa—\$105,000. Amount includes travel allowance for entire staff.

Arizona—Receives up to \$64/day for meals based on location; receives per diem for lodging out of state; default \$41/day for meals and \$93/day lodging in state.

Florida—The Executive Office of the Governor allocates an annual budget for the governor's travel expenses. Gov. Scott is not reimbursed for personally incurred travel expenses. The Executive Office of the Governor pays the governor's travel expenses directly (hotel accommodations, meals, etc.) out of funds allocated for travel.

Guam—The amount varies based on destination but averages \$218/per day.

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.

Kentucky—Mileage at same rate as other state officials.

Maryland—Travel allowance included in office budget.

Massachusetts—As necessary.

Michigan—The Governor is provided a \$54,000 annual expense allowance, as determined by the State Officers Compensation Commission in 2010. "Expense allowance" is for normal, reimbursable personal expenses such as food, lodging, and travel costs incurred by an individual in carrying out the responsibilities of state office.

Missouri—Amount includes travel allowance for entire staff. Amount not available.

Nevada—Amount includes travel allowance for entire staff. The following figures include travel expenses for governor and staff, \$28,982 in state; \$12,767 out of state. Reimbursed for travel expenses per GSA/Conus rate.

New Hampshire—Travel allowance included in office budget.

New Jersey—Reimbursement may be provided for necessary expenses.

Commonwealth of the Northern Mariana Islands—Travel allowance included in office budget. Governor has a "contingency account" that can be used for travel expenses and expenses in other departments or other projects.

Ohio—Set administratively.

Oklahoma—Reimbursed for actual and necessary expenses.

Oregon—\$1,000 a month for expenses, not specific to travel. Reimbursed for actual travel expenses.

Pennsylvania—Reimbursed for reasonable expenses.

Rhode Island—The majority of travel expenses are not reimbursed since the State has centralized direct pay agreements with the various airlines / hotels for approved travel for state employees. If necessary, the governor is subject to the same per diem allowance for personal meals as other state employees, which is a maximum of \$35 per day.

Tennessee—Travel allowance included in office budget.

Washington—Travel allowance included in office budget.

West Virginia—Included in general expense account.

Wyoming—Actual lodging and transportation/federal M&IE rates.

(c) Governor's salary:

Florida—Gov. Scott has declined a salary every year since taking office.

Illinois—Gov. Rauner is only accepting a \$1 salary and takes no benefits from the state.

Michigan—Gov. Rick Snyder returns all but \$1.00 of his salary.

New York Gov. Andrew Cuomo has reduced his salary by 5 percent.

North Dakota—Gov. Burgum is currently not accepting a salary.

Rhode Island—Eligible for \$139,695 salary; however in March 2015, Gov. Raimondo gave herself a 5 percent pay cut, so her current salary is \$132,710.25.

Tennessee—Gov. Haslam returns his salary to the state.

(d) Information not provided.

(e) Governor's residence: Many governors are choosing to live in their own residences even when an official residence is provided.

Connecticut—Provided by the Department of Administrative Services.

New Hampshire—The current governor does not occupy the official residence.

Ohio—The governor chooses not to live in the state provided housing.

(f) Governor's staff:

Arizona—There are 26 members of the governor's executive staff, not including administrative staff.

Florida—There are 276 full-time employees. Those are broken into the following areas: Executive Direction and Support Services—124 positions; Systems Development and Design—48 positions; Office of Policy and Budget—104 positions.

Georgia—Full-time employees—56 and 2 part-time employees.

Louisiana—Full-time employees—93, part-time (non-student)—21, students—25.

Maryland—Full-time employees—85 and 1 part-time employee.

Montana—Including 16 employees in the Office of Budget and Program Planning.

Nevada—Currently 18. Maximum permitted is 23.

Oregon—Of this total, 45 are true Governor's staff and 20 are on loan for agency staff.

Vermont—Voluntary 5 percent salary reduction.

(g) The Governor's office pays for access to an airplane or helicopter with a corporate credit card and requests a refund of those expenses with the corresponding documentation to the Dept. of Treasury.

(h) Provided for security reasons as determined by the state police.

(i) When not in use by other state agencies.

(j) Gov. Scott does not utilize a state-owned airplane, but instead uses his personal aircraft.

(k) Only for official business.

TABLE 4.11
Selected State Administrative Officials: Annual Salaries

State or other jurisdiction	Governor	Lieutenant governor (a-1)	Secretary of state (a-2)	Attorney general (a-3)	Treasurer (a-4)	Adjutant general (a-5)	Admin. (a-6)	Agriculture (a-7)	Auditor (a-8)	Banking (a-9)
Alabama	\$120,395	\$60,830	\$85,248	\$168,002	\$85,248	\$91,014	N.A.	\$84,655	\$85,248	\$157,380
Alaska	145,000	115,000	(a-1)	141,156	142,452	141,156	141,156	106,452	153,760	N.A.
Arizona	95,000	(a-2)	70,000	90,000	70,000	146,000	N.A.	132,000	141,986	130,000
Arkansas	141,000	42,315	91,800	130,000	85,000	118,680	157,182	101,969	85,000	140,552
California	195,806	146,854	146,854	170,080	156,643	190,101	N.O.	201,869	201,869	183,759
Colorado	90,000	153,768	68,496	80,004	68,500	158,880	165,636	162,012	177,972	125,004
Connecticut	150,000	110,000	110,000	110,000	110,000	182,132	175,000	132,160	(c)	142,500
Delaware	171,000	80,239	130,111	147,893	113,874	122,321	(c)	119,540	109,032	111,916
Florida	130,273 (d)	124,851	141,000	128,972	(a-24)	170,352	141,000	128,972	140,004	(a-24)
Georgia	139,339	91,609	123,637	139,169	165,000	160,000	153,000	121,557	152,160	148,358
Hawaii	155,592	151,776	N.O.	151,776	151,776	220,651	(c)	144,452	144,552	119,664
Idaho	124,436	42,909	105,771	124,000	104,207	145,121	95,201	130,936	N.O.	(a-24)
Illinois	177,412 (d)	135,669	156,541	156,541	135,669	115,613	142,339	133,273	157,212	135,081
Indiana	121,331	95,162	82,640	99,418	82,640	139,869	142,041	148,000	82,640	126,072
Iowa	130,000	103,212	103,212	123,669	103,212	175,106	142,938	103,212	103,212	117,832
Kansas	99,636	54,000	86,003	98,901	86,003	106,392	120,000	110,000	N.A.	120,000
Kentucky	145,992	124,113	124,113	124,113	124,133	137,000	N.O.	124,113	124,113	128,533
Louisiana	130,000	115,000	115,000	115,000	115,000	192,566	237,500	115,000	132,620	145,000
Maine	70,000	(e)	97,157	122,616	89,149	135,658	135,658	135,658	107,890	111,925
Maryland	170,000	141,500	99,500	141,500	141,500	144,052 (b)	146,743 (b)	143,488 (b)	N.O.	101,463 (b)
Massachusetts	151,800	122,058	136,402	136,402	133,277	171,392	161,522	136,000	140,607	130,000
Michigan	159,300	111,510	112,410	112,410	174,204	180,089	(a-30)	160,000	173,173	165,000
Minnesota	127,629	82,959	95,722	121,248	(a-24)	179,902	144,991	144,991	108,485	117,179
Mississippi	122,160	60,000	90,000	108,960	90,000	141,105	140,174	90,000	90,000	140,899
Missouri	133,821	86,484	107,746	116,437	107,746	110,016	128,226	124,139	107,746	103,180
Montana	115,505	86,990	95,695	137,008	(a-6)	119,613	110,787	110,787	92,236	110,787
Nebraska	105,000	75,000	85,000	95,000	85,000	109,807	118,938	115,001	85,000	105,751
Nevada	149,573	63,648	102,898	141,086	102,898	118,200	128,998	118,200	N.O.	98,880
New Hampshire	127,443	(e)	105,930	128,260	105,930	105,930	117,913	100,171	N.O.	105,929
New Jersey	175,000	141,000	(a-1)	140,000	141,000	141,000	N.O.	141,000	144,629	141,000
New Mexico	110,000	85,000	85,000	95,000	85,000	N.A.	126,250	N.A.	85,000	90,900
New York	179,000	151,500	120,800	151,500	N.A.	120,800	183,040	120,800	151,500	127,000
North Carolina	144,349	127,561	127,561	127,561	127,561	107,490	130,935	127,561	127,561	127,561
North Dakota	129,096 (d)	103,221	105,770	157,009	99,881	200,160	N.A.	108,656	105,770	140,004
Ohio	148,886	77,730	109,553	109,553	109,553	134,846	140,649	134,846	109,553	121,950
Oklahoma	147,000	114,713	140,000	132,825	114,713	179,892	110,000	87,005	114,713	187,354
Oregon	98,600	(a-2)	77,000	82,220	72,000	185,508	204,058	152,652	136,488	N.O.
Pennsylvania	194,850	163,672	140,291	162,115	162,115	140,291	155,874	140,291	162,115	140,291
Rhode Island (g)	139,695	117,637	117,637	124,991	117,637	141,259	136,510	(a-23)	159,248	135,000
South Carolina	106,078	46,545	92,007	92,007	92,007	92,007	201,297	92,007	147,052	135,273
South Dakota	112,214	(h)	89,700	112,096	89,700	119,675	102,811	118,000	89,700	109,313
Tennessee	190,116 (d)	68,001 (e)	201,852	185,064	201,852	158,556	201,852	158,556	(a-14)	158,556
Texas	153,750	9,612 (i)	132,924	153,750	(a-14)	167,923	N.O.	137,500	181,128	242,925 (j)
Utah	150,000	135,000	(a-1)	104,405	104,405	131,997	140,004	125,008	104,405	130,000
Vermont	166,046	70,470	158,966	131,019	109,449	121,056	136,448	136,448	109,449	118,726
Virginia	175,000	36,321	163,735	150,000	172,430	139,614	164,555	N.A.	178,950	175,100
Washington	175,353	102,908	122,880	160,989	143,247	179,892	157,236	144,192	122,880	143,520
West Virginia	150,000	20,000 (e)	95,000	95,000	95,000	125,000	115,000	95,000	95,000	75,000
Wisconsin	147,328	77,795	69,936	142,966	69,936	132,024	132,001	121,950	122,096	117,686
Wyoming	105,000	(a-2)	92,000	175,000	92,000	139,198	165,000	124,378	92,000	107,184
Guam	130,000	85,000	N.O.	105,286	52,492	68,152	88,915	60,850	100,000	88,915
CNMI*	70,000	65,000	N.O.	80,000	40,800 (b)	N.O.	54,000	40,800 (b)	80,000	40,800 (b)
Puerto Rico	70,000	N.O.	125,000	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
U.S. Virgin Islands	150,000	75,000	(a-1)	76,500	76,500	85,000	76,500	76,500	76,500	75,000

See footnotes at end of table

TABLE 4.11
Selected State Administrative Officials: Annual Salaries (continued)

State or other jurisdiction	Budget (a-10)	Civil rights (a-11)	Commerce (a-12)	Community affairs (a-13)	Comptroller (a-14)	Consumer affairs (a-15)	Corrections (a-16)	Economic development (a-17)	Education (a-18)	Election admin. (a-19)
Alabama	\$177,266	N.O.	\$162,232	\$164,419	\$138,305	\$72,686	\$71,712	(a-12)	\$250,000	\$72,686
Alaska	194,760	106,452	141,156	(a-12)	137,664	(a-12)	141,156	(a-12)	141,156	129,132
Arizona	130,000	145,000	250,000	N.A.	140,000	133,729	185,000	(a-12)	85,000	142,518
Arkansas	101,077	N.O.	N.O.	N.A.	N.O.	N.O.	150,507	121,038	233,488	73,152
California	(a-24)	N.O.	N.O.	152,632	156,643	183,759	258,180	N.O.	170,080	143,508
Colorado	173,616	120,000	N.O.	80,004	143,376	153,792	166,416	155,004	255,000	135,204
Connecticut	161,922	129,780	190,400	(a-12)	110,000	142,800	167,500	190,400	192,500	116,537
Delaware	147,870	79,754	(a-2)	N.O.	147,870	122,268	147,870	128,090	160,645	81,628
Florida	145,000	99,500	N.A.	110,000	128,972	100,000	160,000	141,000	276,000	97,250
Georgia	175,615	105,202	132,600	164,800	N.A.	124,836	160,000	169,500	123,270	97,850
Hawaii	151,776	111,120	144,552	N.O.	144,552	116,448	144,552	144,552	240,000	100,800
Idaho	122,990	67,787	130,000	N.O.	104,207	(a-3)	139,984	(a-12)	104,207	(a-2)
Illinois	150,000	115,613	142,339	(a-12)	135,669	(a-3)	150,228	(a-12)	225,000	130,008
Indiana	137,700	115,400	(a-17)	122,400	(a-8)	105,500	154,400	195,850	98,418	(c)
Iowa	141,960	87,000	N.O.	98,592	N.O.	128,890	142,500	154,300	140,000	106,309
Kansas	130,000	76,476	125,000	N.A.	115,000	95,000	135,000	72,050	175,000	(a-2)
Kentucky	137,000	126,200	137,000	115,000	108,286	86,940	103,955	250,000	150,000	70,000
Louisiana	145,954	86,175	237,500	162,198	(a-6)	114,254	136,719	237,500	275,000	112,195
Maine	115,461	84,490	(a-17)	(a-17)	115,461	127,005	135,658	135,658	135,658	101,774
Maryland	174,417 (b)	114,865 (b)	172,021 (b)	N.O.	141,500	134,749 (b)	159,072 (b)	172,021 (b)	153,532 (b)	130,059 (b)
Massachusetts	134,589	137,382	161,522	145,000	176,624	145,000	150,000	161,522	161,522	136,402
Michigan	165,000	152,250	(a-32)	N.O.	147,471	N.O.	175,000	175,000	212,221	(c)
Minnesota	(a-24)	144,991	144,991	(a-17)	(a-24)	123,025	150,002	150,002	1,500,002	(a-2)
Mississippi	(a-6)	N.O.	90,000	130,000	(a-6)	107,000	132,761	183,000	300,000	80,000
Missouri	117,300	82,932	128,244	106,935	98,681	116,437	124,139	128,244	N.A.	62,010
Montana	121,200	79,623	110,787	73,101	103,485	75,378	110,796	104,809	107,127	80,000
Nebraska	161,874	78,000	132,188	100,152	108,601	95,000	186,164	142,001	222,932	95,650
Nevada	(a-6)	88,651	128,998	N.O.	102,898	75,111	128,998	N.A.	128,998	(c)
New Hampshire	105,930	80,971	114,554	N.O.	106,575	100,171	117,913	87,423	114,553	(a-2)
New Jersey	132,000	120,000	(a-17)	141,000	141,000	136,000	141,000	225,000	141,000	125,000
New Mexico	89,703	N.O.	123,725	N.O.	118,000	89,606	123,725	123,725	126,250	85,000
New York	199,547	109,800	120,800	120,800	151,500	127,000	136,000	1 (d)	250,000	(k)
North Carolina	(a-24)	N.A.	138,040	N.O.	158,501	N.A.	N.A.	N.A.	127,561	107,590
North Dakota	165,000	150,000	160,000	N.A.	N.A.	141,384	135,240	126,005	120,410	53,640
Ohio	178,401	113,963	137,924	141,897	178,401	116,480	147,492	141,897	184,496	109,553
Oklahoma	100,000	N.A.	126,508	N.O.	120,000	125,000	185,000	N.A.	124,373	117,885
Oregon	157,884	112,428	168,276	156,773	N.O.	185,508	185,104	(a-13)	157,581	150,336
Pennsylvania	168,490	144,157	135,179	135,179	154,015	145,976	155,879	148,085	155,879	84,930
Rhode Island (g)	185,739	86,342	205,706	N.A.	140,645	(a-3)	145,644	185,000 (l)	212,106	145,993
South Carolina	123,730	115,000	175,980	N.A.	92,007	115,836	168,043	(a-12)	92,007	103,264
South Dakota	75,656	51,072	(a-44)	(a-48)	(a-40)	61,138	124,462	138,823	123,864	74,427
Tennessee	157,728	116,964	(a-17)	(a-17)	201,852	90,000	152,256	169,392	200,004	141,084
Texas	159,131	117,875	N.O.	172,997	153,750	141,484	266,500	N.A.	220,375	(c)
Utah	158,995	98,176	144,997	70,554	(a-24)	(a-12)	131,997	145,995	230,069	83,200
Vermont	127,088	107,806	136,177	109,907	127,088	107,806	121,056	112,756	136,448	109,449
Virginia	172,699	97,850	171,922	137,296	172,567	105,165	160,742	350,200	N.A.	111,000
Washington	(a-14)	109,560	159,060	(a-12)	179,525	(a-3)	174,396	(a-12)	134,212	(a-2)
West Virginia	99,120	55,000	95,000	106,280	(a-8)	(a-3)	90,504	(a-13)	230,000	(a-2)
Wisconsin	116,126	97,573	N.O.	N.O.	N.A.	99,590	131,997	N.O.	122,096	120,016
Wyoming	134,358	(a-37)	142,943	N.O.	(a-8)	134,260	148,628	(a-12)	92,000	107,675
Guam	88,915	N.O.	88,915	N.O.	83,400	55,341	67,150	82,025	82,025	61,939
CNMI*	54,000	49,000	52,000	52,000	40,800 (b)	52,000	40,800 (b)	45,000	80,000	53,000
Puerto Rico	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
U.S. Virgin Islands	76,500	60,000	76,500	(c)	76,500	76,500	76,500	85,000	76,500	135,000

See footnotes at end of table

EXECUTIVE BRANCH

TABLE 4.11
Selected State Administrative Officials: Annual Salaries (continued)

State or other jurisdiction	Emergency management (a-20)	Employment services (a-21)	Energy (a-22)	Environmental protection (a-23)	Finance (a-24)	Fish & wildlife (a-25)	General services (a-26)	Health (a-27)	Higher education (a-28)	Highways (a-29)
Alabama	\$124,200	\$88,543	\$97,766	\$152,618	\$177,266	\$113,479	\$97,766	\$282,446	\$206,184	\$169,000
Alaska	114,420	129,132	175,000	141,156	146,760	141,156	(a-43)	141,156	325,000	127,260
Arizona	112,500	135,000	N.A.	175,000	(a-14)	160,000	120,000	205,505	120,000	145,000
Arkansas	98,327	147,460	N.O.	130,250	(a-6)	134,056	133,797	219,779	168,810	183,924
California	201,869	184,928	174,000	201,869	201,869	181,818	183,759	(c)	299,928	(a-49)
Colorado	153,804	129,948	125,004	158,124	135,312	148,752	114,000	379,641	163,260	156,228
Connecticut	183,340	157,000	139,050	139,050	209,439	(c)	175,000	190,000	335,000	190,749
Delaware	91,215	96,566	98,570	(a-35)	147,870	99,040	108,671	170,483	109,801	(a-49)
Florida	141,000	141,000	91,960	150,000	128,972	140,737	141,000	N.A.	200,000	150,000
Georgia	105,000	108,150	116,452	170,000	155,400	135,000	162,761	175,000	500,500	124,409
Hawaii	N.A.	104,232(b)	104,232(b)	N.A.	(c)	104,232 (b)	(a-14)	144,552	375,000	N.A.
Idaho	122,532	126,152	86,174	115,960	106,890	136,572	N.O.	157,185	126,048	(a-49)
Illinois	128,920	142,339	(a-42)	133,273	(a-10)	(a-35)	(a-6)	150,228	200,004	(a-49)
Indiana	133,110	168,500	81,159	134,415	159,878	88,997	(a-6)	175,000	192,560	(a-49)
Iowa	112,070	135,000	(a-17)	134,472	140,629	102,690	118,019	135,387	N.O.	163,634
Kansas	(c)	113,400	85,010	105,019	115,000	84,000	114,000	190,000	200,000	(a-49)
Kentucky	84,349	69,500	137,000	105,000	137,000	141,750	N.O.	120,000	360,000	120,000
Louisiana	130,000	102,149	124,342	137,197	(a-6)	123,614	(a-6)	236,001	378,560	176,900
Maine	88,608	(a-32)	(a-38)	135,658	(a-6)	135,658	112,216	135,658	N.A.	(a-49)
Maryland	150,000 (b)	161,975 (b)	138,631 (b)	104,235 (b)	174,417 (b)	116,185 (b)	(a-6)	170,997 (b)	157,558 (b)	160,742
Massachusetts	143,000	161,522	135,000	139,050	161,522	129,000	158,000	140,000	220,763	153,536
Michigan	(a-47)	140,703	110,000	165,000	(a-10)	(c)	N.O.	175,000	N.O.	(a-49)
Minnesota	154,992	N.O.	136,555	150,002	154,992	131,941	(a-6)	150,002	350,000	154,992
Mississippi	107,868	135,315	90,000	129,347	(a-6)	147,216	N.O.	230,000	300,000	157,000
Missouri	92,437	106,935	102,000	106,091	117,300	(c)	98,681	142,000	175,000	177,480
Montana	90,975	104,773	121,047	110,787	103,485	110,796	96,825	110,787	313,845	(a-49)
Nebraska	93,351	132,188	105,751	124,109	(c)	113,541	118,938	166,650	187,180	149,966
Nevada	118,200	128,998	107,973	125,021	(a-14)	118,200	N.O.	(c)	N.A.	(a-49)
New Hampshire	105,930	105,930	80,971	114,554	(a-10)	100,171	(a-6)	100,171	79,664	(a-49)
New Jersey	132,300	N.A.	100,000	141,000	133,507	105,783	(c)	141,000	141,000	123,500
New Mexico	125,000	113,827	125,000	125,000	126,250	103,000	113,000	125,000	126,250	115,000
New York	136,000	127,000	120,800	136,000	151,500	136,000	136,000	136,000	250,000	136,000
North Carolina	109,068	122,815	104,000	127,000	195,352	141,382	N.A.	146,666	775,000	164,511
North Dakota	94,200	150,000	160,000	136,116	165,000	128,136	165,000	170,004	372,000	(a-49)
Ohio	113,006	147,576	141,897	143,249	(c)	109,013	105,061	140,525	171,766	144,061
Oklahoma	95,000	115,110	114,000	123,163	171,833	135,000	110,000	189,000	412,031	(a-49)
Oregon	129,936	168,276	145,476	152,652	(a-4)	152,652	(a-6)	185,508	186,084	184,724
Pennsylvania	142,964	135,003	140,187	155,879	168,490	(c)	148,085	155,879	142,553	148,128
Rhode Island (g)	136,489	135,000	140,513	135,000	(a-44)	(a-23)	(a-6)	134,975	265,000(c)	(a-49)
South Carolina	102,155	161,507	113,609	(c)	180,189	135,072	136,874	(c)	166,280	162,313
South Dakota	89,904	67,902	(a-42)	(a-35)	119,675	124,462	(a-6)	128,598	378,813	109,791
Tennessee	123,600	152,256	166,032	168,708	201,852	168,708	159,996	176,868	171,600	158,555
Texas	198,164	179,500	N.O.	210,695	(a-14)	195,749	170,824	242,353	205,160	(a-49)
Utah	98,945	147,992	124,176	140,004	139,672	114,004	104,000	202,425	N.O.	(a-49)
Vermont	81,660	121,056	118,726	118,726	127,088	101,920	121,056	148,262	N.O.	118,227
Virginia	148,860	161,679	99,419	190,188	175,980	144,414	167,214	202,023	199,479	212,661
Washington	(a-5)	162,240	N.O.	158,184	(a-14)	156,684	(a-6)	157,452	N.O.	N.O.
West Virginia	65,000	75,000	82,404	95,000	(a-6)	75,000	80,508	85,512	N.A.	120,000
Wisconsin	104,832	111,800	92,477	108,618	116,126	(a-35)	(a-7)	128,000	525,000	(a-49)
Wyoming	100,147	155,913	121,000	130,577	N.O.	148,593	116,552	202,952	168,600	156,000
Guam	68,152	73,020	55,303	60,850	88,915	60,528	74,096	195,000	88,915	
CNMI*	45,000	40,800 (b)	45,000	58,000	54,000	40,800 (b)	54,000	80,000	80,000	40,800 (b)
Puerto Rico	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
U.S. Virgin Islands	71,250	76,500	69,350	76,500	76,500	76,500	76,500	76,500	76,500	65,000

See footnotes at end of table

TABLE 4.11
Selected State Administrative Officials: Annual Salaries (continued)

State or other jurisdiction	Information systems (a-30)	Insurance (a-31)	Labor (a-32)	Licensing (a-33)	Mental health & developmental disabilities (a-34)	Natural resources (a-35)	Parks & recreation (a-36)	Personnel (a-37)	Planning (a-38)	Post audit (a-39)
Alabama	\$177,266	\$164,419	\$139,859	N.O.	\$152,618	\$141,000	\$100,198	\$168,622	(a-12)	\$241,695
Alaska	142,140	126,984	141,156	129,132	91,272	141,156	106,452	133,332	N.O.	(a-8)
Arizona	180,000	120,000	150,000	N.O.	120,058	175,000	175,000	130,000	(a-10)	N.O.
Arkansas	137,360	132,128	130,138	N.O.	135,567	112,756	130,000	106,549	N.O.	185,439
California	183,759	156,643	201,869	173,031	(c)	201,869	173,160	183,759	N.O.	N.O.
Colorado	166,212	125,004	N.A.	150,000	149,508	157,848	157,236	141,588	155,904	(a-8)
Connecticut	176,960	160,000	157,000	118,362	(c)	155,767	155,767	140,000	158,592	(a-8)
Delaware	160,645	109,032	119,540	106,500	(c)	128,090	99,039	118,252	95,658	(a-8)
Florida	130,000	134,158	141,000	71,400	N.A.	150,000	114,000	111,000	100,000	(a-24)
Georgia	160,000	120,394	122,786	89,309	175,000	175,000	119,882	140,000	(a-10)	(a-8)
Hawaii	203,244	122,940	144,552	99,276 (b)	132,972	144,552	104,232 (b)	144,552	N.A.	104,232 (b)
Idaho	(a-6)	102,273 (a-21)	83,116	N.O.	129,771	91,561	99,548	N.O.	(a-14)	(a-14)
Illinois	(a-6)	135,081	124,090	(a-9)	(a-45)	133,273	(a-35)	(a-6)	N.O.	(a-8)
Indiana	131,402	115,895	115,895	110,376	119,195	125,700	92,302	114,400	N.O.	125,044
Iowa	140,400	128,890	112,070	N.O.	128,066	128,890	(a-25)	127,317	N.O.	N.O.
Kansas	185,000	86,003	113,400	63,000	69,000	111,490	111,490	95,000	N.O.	115,296
Kentucky	160,000	103,000	137,000	N.O.	112,212	105,000	113,400	137,000	137,000	124,113
Louisiana	150,000	115,000	137,000	N.O.	130,000	129,210	120,016	142,854	121,306	N.A.
Maine	133,355	111,925	135,658	135,658	(a-45)	135,658	(a-35)	115,461	N.A.	N.A.
Maryland	167,433 (b)	157,386 (b)	161,975 (b)	105,000 (b)	(b)(c)	159,312 (b)	116,053 (b)	141,365 (b)	135,048 (b)	73,361 (b)
Massachusetts	(a-44)(p)	130,000	119,060	115,000	(c)	161,522	130,000	158,000	161,522	(a-8)
Michigan	180,000	(a-9)	165,000	(a-32)	147,471	165,000	133,242	178,360	N.O.	(a-8)
Minnesota	135,010	N.A.	144,991	N.A.	154,992	154,992	131,941	(a-24)	N.A.	(a-8)
Mississippi	173,209	90,000	N.O.	N.O.	170,180	129,347	147,216	135,000	86,407	(a-8)
Missouri	110,000	124,139	128,000	112,200	137,000	124,139	110,000	98,681	117,300	107,746
Montana	127,209	95,695	110,787	100,481	104,507	110,787	95,418	104,739	104,809	104,507
Nebraska	175,821	128,383	132,188	80,120	139,624	149,968	145,001	107,563	137,476	85,000
Nevada	118,200	118,200	98,880	N.O.	(c)	128,998	108,540	108,540	N.O.	N.O.
New Hampshire	117,913	105,930	105,930	105,930	105,930	114,554	91,965	88,933	N.O.	(a-14)
New Jersey	140,000	130,000	141,000	N.O.	(c)	125,000	110,000	141,000	95,000	N.O.
New Mexico	125,000	114,000	113,827	113,000	N.O.	125,000	79,131	105,000	76,198	85,000
New York	170,000	127,000	127,000	(c)	(c)	136,000	127,000	120,800	1 (d)	151,500
North Carolina	N.A.	127,561	127,561	N.O.	N.A.	130,935	120,597	142,100	N.A.	(a-8)
North Dakota	170,004	105,770	150,000	N.O.	101,532	N.O.	112,000	104,424	N.O.	116,400
Ohio	134,368	145,395	97,385	(m)	(c)	144,061	111,737	116,272	141,897	(a-8)
Oklahoma	160,000	126,713	105,053	N.O.	173,318	126,508	126,508	110,000	N.O.	N.O.
Oregon	211,440	129,936	77,000	N.O.	136,488	N.O.	152,652	157,884	N.O.	(a-8)
Pennsylvania	150,006	140,291	155,879	119,433	148,128	148,085	140,715	146,211	148,069	(a-8)
Rhode Island (g)	205,706	(a-9)	(a-21)	(n)	135,000	(a-23)	(a-23)	146,994	102,860	N.A.
South Carolina	173,400	143,420	127,950	127,950	(c)	135,072	132,806	136,290	N.A.	109,976
South Dakota	129,268	99,619	112,805	N.O.	113,692	119,675	92,212	119,675	N.O.	(a-8)
Tennessee	200,112	158,556	152,256	124,752	158,556	168,708	115,632	158,556	N.O.	(a-14)
Texas	184,792	202,383	179,500	179,375	241,273	210,695	195,749	N.O.	159,131	(a-8)
Utah	131,996	125,008	130,000	119,850	112,736	140,004	113,235	125,590	(a-10)	(a-8)
Vermont	136,448	118,726	121,056	95,097	120,827	136,448	105,476	121,056	N.O.	(a-8)
Virginia	189,263	170,000	139,647	151,759	241,326	163,735	151,577	N.A.	(a-10)	(a-8)
Washington	162,240	125,302	162,240	155,940	(a-45)	135,515	139,068	(a-14)	(a-14)	N.O.
West Virginia	133,428	92,500	70,504	N.O.	(a-27)	(a-25)	(a-25)	70,000	(a-17)	N.A.
Wisconsin	121,950	119,413	101,130	112,300	112,300	127,026	108,618	111,800	N.O.	(a-8)
Wyoming	153,326	122,900	96,804	69,783	(c)	123,257	108,433	112,000	175,000	106,966
Guam	88,915	88,915	73,020	88,915	75,208	60,850	60,850	88,915	88,915	100,000
CNMI*	45,000	40,800 (b)	45,000	45,360	40,800 (b)	52,000	40,800 (b)	60,000	45,000	80,000
Puerto Rico	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
U.S. Virgin Islands	71,250	75,000	76,500	76,500	70,000	76,500	76,500	76,500	76,500	55,000

See footnotes at end of table

EXECUTIVE BRANCH

TABLE 4.11
Selected State Administrative Officials: Annual Salaries (continued)

State or other jurisdiction	Pre-audit (a-40)	Public library development (a-41)	Public utility regulation (a-42)	Purchasing (a-43)	Revenue (a-44)	Social services (a-45)	Solid waste mgmt. (a-46)	State police (a-47)	Tourism (a-48)	Transportation (a-49)	Welfare (a-50)
Alabama	(a-14)	\$95,000	\$103,490	\$95,359	\$164,419	\$140,000	\$105,403	\$149,000	\$91,014	(a-29)	(a-45)
Alaska	N.O.	133,332	133,332	115,824	141,156	(a-27)	106,452	141,156	115,824	141,156	120,144
Arizona	(a-14)	73,000	154,320	95,176	175,000	215,250	121,992	197,000	175,000	150,000	(a-45)
Arkansas	N.A.	110,812	126,748	102,088	139,919	162,648	N.A.	118,786	105,000	(a-29)	(a-45)
California	(a-14)	N.O.	152,474	(a-26)	197,900	234,879	173,160	258,286	N.O.	190,334	(a-45)
Colorado	(a-14)	125,502	136,824	114,612	161,952	166,452	149,136	109,752	123,012	166,456	166,452
Connecticut	(a-14)	150,797	145,948	149,423	190,400	190,400	144,021	183,340	155,000	190,750	190,400
Delaware	(a-8)	84,307	104,500	(a-26)	125,103	(c)	163,000	170,598	93,223	138,945	115,522
Florida	(a-24)	83,000	131,036	110,000	150,000	140,000	113,000	140,100	N.O.	141,000	N.A.
Georgia	(a-8)	N.A.	116,452	143,595	158,000	166,860	112,931	170,000	132,600	250,000	137,940
Hawaii	104,232 (b)	120,000	125,760	120,864	144,552	144,552	97,332 (b)	N.O.	297,684	144,552	99,276 (b)
Idaho	(a-14)	96,636	95,899	(a-6)	88,908	(a-27)	N.O.	117,707	(a-12)	184,849	125,195
Illinois	(a-14)	102,252	130,008	(a-6)	142,339	150,228	(a-23)	132,566	(a-12)	150,228	142,339
Indiana	82,640	113,622	127,500	96,900	139,256	190,550	101,999	147,070	112,200	171,600	(a-45)
Iowa	111,259	117,832	128,890	110,302	154,300	154,300	(a-23)	110,240	102,066	147,014	128,066
Kansas	80,460	85,000	N.A.	88,000	125,000	105,000	86,965	110,000	84,000	110,000	N.O.
Kentucky	N.O.	82,500	110,000	86,205	117,265	120,000	90,000	125,000	108,150	137,000	(a-45)
Louisiana	126,880	111,280	137,000	120,141	250,000	129,995	102,000	177,436	115,000	176,900	110,411
Maine	(a-14)	101,067	131,248	N.A.	119,038	135,658	82,826	136,885	(a-17)	135,657	(a-45)
Maryland	114,752 (b)	123,236 (b)	165,565	(b)	132,569 (b)	167,488 (b)	140,489 (b)	167,661 (b)	113,763 (b)	174,419 (b)	(a-45)
Massachusetts	(a-8)	121,142	129,000	158,000	(p)	140,000	139,050	251,922	121,800	161,522	150,000
Michigan	N.O.	N.O.	140,000	144,200	125,189	175,000	124,421	165,000	N.O.	165,000	175,000
Minnesota	(a-8)	N.A.	(c)	127,389	154,992	154,992	150,002	131,941	131,941	154,992	(a-34)
Mississippi	(a-8)	94,000	120,745	75,501	134,935	130,000	82,480	138,116	120,000	157,000	130,000
Missouri	98,681	N.A.	108,758	98,681	128,244	128,244	74,690	123,864	N.A.	177,480	100,764
Montana	(a-39)	96,040	101,772	87,870	110,787	(a-27)	84,840	100,481	94,746	110,787	(a-27)
Nebraska	108,601	107,440	135,000	125,002	161,600	206,850	99,142	149,999	104,449	149,966	206,850
Nevada	N.O.	(c)	125,021	98,880	128,998	128,998	(a-23)	128,998	118,200	128,998	(c)
New Hampshire	(a-14)	91,965	111,687	75,410	117,913	121,896	100,171	105,930	91,965	117,913	100,171
New Jersey	N.O.	N.O.	125,301	130,000	128,000	(c)	108,128	132,300	92,490	141,000	127,200
New Mexico	90,228	N.A.	90,000	101,000	N.A.	126,250	87,929	125,000	106,050	125,000	123,725
New York	151,500	250,000	127,000	136,000	N.A.	136,000	136,000	136,000	1 (d)	136,000	136,000
North Carolina	(a-8)	110,704	141,947	N.A.	N.A.	138,290	108,605	125,260	82,066	195,352	N.A.
North Dakota	N.A.	N.A.	108,656	103,272	114,791	182,004	110,478	135,000	126,864	170,000	182,004
Ohio	(a-10)	107,598	132,496	105,060	144,061	(c)	95,597	146,994	105,019	144,061	147,576
Oklahoma	(a-14)	85,850	(c)	105,000	150,000	185,000	112,057	136,471	126,508	156,128	185,000
Oregon	(a-10)	138,504	160,285	123,828	168,276	185,508	N.O.	168,276	N.O.	185,103	(a-45)
Pennsylvania	(a-4)	142,553	150,585	140,715	148,085	155,879	140,187	154,248	140,715	155,879	155,879
Rhode Island (g)	(a-14)	113,146	117,412	125,874	130,100	(c)	(o)	148,937	(a-17)	135,000	(a-45)
South Carolina	(a-14)	108,207	169,820	124,773	174,966	168,043	146,618	162,313	132,806	187,200	(a-45)
South Dakota	76,694	84,513	104,611	62,897	113,692	124,462	N.A.	109,791	112,676	124,462	(a-45)
Tennessee	157,728	136,524	158,352	156,912	163,800	158,556	133,104	158,556	159,996	158,556	158,556
Texas	(a-14)	143,500	158,075	174,803	(a-14)	230,523	N.O.	214,672	159,131	299,812	266,500
Utah	(a-24)	117,520	101,836	(a-26)	84,032	131,081	122,928	121,534	123,905	163,425	(a-45)
Vermont	127,088	98,176	150,737	121,056	121,056	136,448	118,726	136,448	99,195	136,448	121,056
Virginia	(a-14)	153,585	(c)	125,000	164,651	209,000	190,188	184,705	183,890	212,661	209,000
Washington	(a-4)	(a-2)	137,064	(a-6)	162,240	183,000	N.O.	185,400	N.O.	174,396	(a-45)
West Virginia	(a-8)	72,000	90,000	105,648	95,000	(a-27)	79,700	85,000	93,504	120,000	(a-27)
Wisconsin	(a-8)	118,872	128,502	109,158	122,470	123,989	108,618	111,280	109,762	127,026	101,629
Wyoming	(a-8)	105,600	121,692	81,936	126,994	(a-27)	115,620	124,152	139,000	(a-29)	(a-45)
Guam	88,915	55,303	1,200	88,915	88,915	74,096	88,915	74,096	88,591	N.O.	74,096
CNMI*	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
Puerto Rico	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	108,000	N.A.	N.A.	N.A.
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

See footnotes at end of table

TABLE 4.11

Selected State Administrative Officials: Annual Salaries (continued)

Source: The Council of State Governments' survey of state personnel agencies and state websites, April 2018.

*Commonwealth of Northern Mariana Islands

Key:

N.A.—Not available.

N.O.—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) Adjutant general.

(a-6) Administration.

(a-7) Agriculture.

(a-8) Auditor.

(a-9) Banking.

(a-10) Budget.

(a-11) Civil rights.

(a-12) Commerce.

(a-13) Community affairs.

(a-14) Comptroller.

(a-15) Consumer affairs.

(a-16) Corrections.

(a-17) Economic development.

(a-18) Education (chief state school officer).

(a-19) Election administration.

(a-20) Emergency administration.

(a-21) Employment Services.

(a-22) Energy.

(a-23) Environmental protection.

(a-24) Finance.

(a-25) Fish and wildlife.

(a-26) General services.

(a-27) Health.

(a-28) Higher education.

(a-29) Highways.

(a-30) Information systems.

(a-31) Insurance.

(a-32) Labor.

(a-33) Licensing.

(a-34) Mental Health.

(a-35) Natural resources.

(a-36) Parks and recreation.

(a-37) Personnel.

(a-38) Planning.

(a-39) Post audit.

(a-40) Pre-audit.

(a-41) Public library development.

(a-42) Public utility regulation.

(a-43) Purchasing.

(a-44) Revenue.

(a-45) Social services.

(a-46) Solid waste management.

(a-47) State police.

(a-48) Tourism.

(a-49) Transportation.

(a-50) Welfare.

(b) Salary ranges, top figure in ranges follow:

Hawaii: Employment Services, \$173,508; Energy, \$173,508; Fish and Wildlife, \$173,508; Licensing, \$165,216; Parks and Recreation, \$173,508; Post-Audit, \$173,508; Pre-Audit, \$173,508; Welfare, \$165,216.

Maryland: For these positions the salary in the chart is the actual salary and the following are the salary ranges: Adjutant General, \$114,874–\$153,532; Administration, \$114,874–\$153,532; Agriculture, \$114,874–\$153,532; Banking, \$73,612–\$118,197; Budget, \$133,069–\$177,977; Civil Rights, \$92,333–\$123,236; Commerce, \$133,069–\$177,977; Consumer Affairs, \$83,836–\$134,749; Corrections, \$133,069–\$177,977; Economic Development, \$133,069–\$177,977; Elections Administration, \$99,275–\$132,569; Emergency Management, \$114,784–\$153,532; Workforce Development, \$123,618–\$165,281; Energy, \$99,275–\$132,569; Environmental Protection, \$123,618–\$165,281; Finance, \$133,069–\$177,977; Fish and Wildlife, \$92,333–\$123,236; Health, \$133,069–\$177,977; Higher Education, \$123,618–\$165,281; Information Services, \$133,069–\$177,977; Insurance, \$133,069–\$177,977; Labor, \$123,618–\$165,281; Licensing, \$92,333–\$123,236; Mental Health shared duties, \$154,064–\$254,576 (vacant at press time) and \$114,874–\$153,532 (actual, \$140,526); Natural Resources, \$123,618–\$165,281; Parks and Recreation, \$78,596–\$126,186; Personnel, \$106,773–\$142,646; Planning, \$114,874–\$153,532; Post-Audit, \$53,193–\$85,401; Pre-Audit, \$99,275–\$132,569; Public Library, \$92,333–\$123,236; Public Utility Regulation, \$153,027–\$256,866; Purchasing \$85,902–\$114,600 (vacant at press time); Revenue, \$99,275–\$132,569; Social Services, \$133,069–\$177,977; Solid Waste Management, \$106,773–\$142,646; State Police, \$133,069–\$177,977; Tourism, \$106,773–\$142,646; Transportation, \$133,069–\$177,977; Welfare, \$92,333–\$123,236.

Commonwealth of the 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.

(c) Responsibilities shared between:

California—Health—Responsibilities shared between Director Jennifer Kent of Health Care Services, \$199,855 and Director Karen L. Smith Department of Public Health \$256,085.

California—Mental health & developmental disabilities—Responsibilities shared between Director Pamela Ahlin of State Hospitals, \$199,850 and Director Nancy A. Baumann of Developmental Services, \$199,850.

Connecticut—Auditor—Responsibilities shared between John C. Geragosian, \$173,389 and Robert J. Kane, \$145,886.

Connecticut—Fish And Wildlife—Responsibilities shared between Director Richard Jacobson of Wildlife, \$144,021 Director Peter Aarrestad of Inland and Marine Fisheries, \$128,962.

Connecticut—Mental Health & Developmental Disabilities—Respon-

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TABLE 4.11

Selected State Administrative Officials: Annual Salaries (continued)

sibilities shared between Commissioner Miriam Delphin-Rittmon Mental Health: \$160,000 and Commissioner Jordan Scheff, Dept. of Developmental Services: \$168,000.	Health and Human Services, \$128,998 and Division Administrator, \$125,021.
Delaware—The Dept. of Administration was abolished in 2005. Responsibilities are now shared between the Office of Management and Budget, General Services and Dept. of State.	Nevada—Public Library Development—Responsibilities shared between Director, Department of Tourism and Cultural Affairs, \$118,200 and Division Administrator, Library and Archives, \$98,880.
Delaware—Mental Health—Responsibilities shared between Director, Division of Substance Abuse and Mental Health, Department of Health and Social Services, \$143,713 and Director, Division of Developmental Disabilities Service, same department, \$115,419.	New Jersey—General Services—Responsibilities shared between Jig- nasa Desai Director, Division of Purchase and Property, Dept. of the Treasury, \$130,000 and Steven Sutkin, Director, Division of Property Management and Construction, Dept. of the Treasury, \$130,000.
Delaware—Social Services—Function split between two cabinet posi- tions: Secretary, Dept. of Health and Social Services : \$147,870 and Secretary, Dept. of Svcs. for Children, Youth and their Families, \$133,241.	New Jersey—Mental Health—Responsibilities shared between Assistant Commissioner Lynn Kovich, Division of Mental Health Services, Dept. of Human Services, \$128,000 and position of Assistant Commissioner Elizabeth Shea, Division of Developmental Disabili- ties, Dept. of Human Services, \$128,000.
Hawaii—Administration—There is no single agency for Administration. The functions are divided amongst the Director of Budget and Finance, Director of Human Resources Development and the Comptroller.	New Jersey—Social Services—Responsibilities shared between Jennifer Velez, Commissioner, Department of Human Services, \$141,000 and Allison Blake, Commissioner, Department of Children and Families, \$141,000.
Hawaii—Finance—Responsibilities shared between Director Laurel A. Johnston of Budget and Finance, \$151,776 and Comptroller Rod- erick K. Becker \$144,552.	New York—Licensing—Responsibilities shared between Commissioner, State Education Department, \$250,000; Secretary of State, Depart- ment of State, \$120,800.
Indiana—Elections Administration—Responsibilities shared between Co-Directors Brad King, \$79,129 and Angela Nussmeyer, \$78,555.	New York—Mental Health—Responsibilities shared between Com- missioner of Office for People with Developmental Disabilities, \$136,000 and Commissioner of Office of Mental Health, \$136,000.
Kansas—Emergency Management—Responsibilities shared between Adjutant General, \$106,392 and deputy director, \$75,608.	Ohio—Finance—Responsibilities shared between Kurt Kauffman, Interim Assistant Director of Budget and Management, \$123,199 and Fred Church, Deputy Director, Office of Budget and Manage- ment, \$125,340.
Maryland—Mental Health—Responsibilities shared between Executive Director of Mental Hygiene Administration, salary range \$154,064–\$254,576 (position vacant at press time) and Secretary, Dept. of Disabilities, \$140,525, salary range \$114,874–\$153,532.	Ohio—Mental Health—Responsibilities shared between John L. Martin, Director of Dept. of Developmental Disabilities, \$142,584 and Tracy J. Plouck, Director, Dept. of Mental Health and Addiction Ser- vices, \$138,132.
Massachusetts—Mental Health—Responsibilities shared between Commissioners Joan Mikula, \$157,982 and Elin M. Howe, \$153,511.	Ohio—Social Services—Responsibilities shared between Director, Dept. of Job and Family Services, \$147,576; Superintendent of Dept. of Education, \$184,496; Executive Director Opportunities for Ohioans with Disabilities, \$117,374 and Director of Dept. of Aging, \$125,008.
Michigan—Elections Administration—Responsibilities shared between Secretary of State Ruth Johnson, \$112,410 and Director of Elections Sally Williams, \$129,780.	Oklahoma—Public Utility Regulation—Responsibilities shared between three Commissioners, Commissioner Bob Anthony, \$114,713, Commissioner Dana Murphy, \$116,713 and Commissioner Jimmie Hiett, \$114,713 and Timothy Rhodes, Director of Administration Div., \$125,000.
Michigan—Fish and Wildlife—Responsibilities shared between Chief of Fisheries, Jim Dexter, \$131,812 and Chief of Wildlife, James Russ Mason, \$130,269.	Pennsylvania—Fish and Wildlife—Responsibilities shared between Executive Director (Fish), \$144,157 and Executive Director (Game), \$132,010.
Minnesota—Public Utility Regulation—Responsibilities shared between five commissioners with salaries of \$140,000 for each.	Rhode Island—Higher Education—Serves a dual role as Commissioner of Higher Education and as the President of the Community College of Rhode Island.
Missouri—Fish and Wildlife—Responsibilities shared between Larry Yamnitz, Administrator, Division of Fisheries, Department of Con- servation, \$103,380; Jason Summers, Administrator, Division of Wildlife, same department, \$87,060.	Rhode Island—Social Services—Responsibilities shared between Commissioner, Office of Health and Human Services, \$141,828 and Director of the Dept. Human Service, \$135,000, and reports to the Commissioner, Office of Health and Human Services.
Nebraska—Finance—Responsibilities shared between, Auditor of Public Accounts, Charlie Janssen—\$85,000; Director of Administra- tion, Gerry Oligmueller—\$161,874 and State Tax Commissioner, Tony Fulton—\$161,600.	South Carolina—Environmental protection—Responsibilities shared
Nevada—Elections Administration—Responsibilities shared between Secretary of State, \$102,898; Deputy Secretary of State for Elections, \$108,540 and Chief Deputy Secretary of State, \$118,200.	
Nevada—Health and Welfare—Responsibilities shared between Richard Whitley, Director, Health and Human Services, \$128,998 and Steve Fisher, Division Administrator, Welfare and Support Services, \$118,200.	
Nevada—Mental Health—Responsibilities shared between Director,	

TABLE 4.11

Selected State Administrative Officials: Annual Salaries (continued)

between Acting Director David Wilson, \$146,618 (BS) and Director Alvin Taylor \$135,072 (B).	presidents (or speakers) of the Senate are next in line of succession to the governorship. In Tennessee and West Virginia, the speaker of the Senate bears the statutory title of lieutenant governor.
South Carolina—Health—Responsibilities shared between Director of Health and Human Services Joshua Baker, \$168,043 and Director of Health and Environmental Control David Wilson, \$146,618.	(g) A number of the employees receive a stipend for their length of service to the State (known as a longevity payment). This amount can vary significantly among employees and, depending on state turnover, can show dramatic changes in actual salaries from year to year.
South Carolina—Mental Health—Responsibilities shared between Interim Director for Disabilities and Special Needs, Patrick Maley, \$106,000 and Director of Mental Health, John Magill \$214,901.	(h) \$68,680 part time.
Texas—Elections Administration—Responsibilities shared between Secretary of State, \$132,924; and Division Director, \$125,447.	(i) Lieutenant Governor receives additional pay when serving as acting governor.
U.S. Virgin Islands—Community Affairs—Responsibilities for St. Thomas, \$74,400; St. Croix, \$76,500; St. John, \$74,400.	(j) This agency is now a self-directed state agency.
Virginia—Public Utility Regulation—Functions shared between William F. "Bill" Stephens; Energy Regulation, \$175,100; Utility and Railroad Safety, Massoud Tahamtani, \$172,134.	(k) The statutory salary for each of the four members of the Board of Elections is \$25,000, including the two co-chairs, Douglas A. Kellner and Peter S. Kosinski
Wyoming—Mental Health—Responsibilities shared between State Hospital, Heather Babbitt, \$116,527 and Life Resource Center, Richard Dunkley, \$120,000.	(l) The Rhode Island Economic Development Corporation is a quasi-public agency. The salary shown is for the previous director.
(d) These individuals have voluntarily taken no salary or a reduced salary:	(m) Numerous licensing boards, too many to list.
Florida—Governor Scott has refused his salary of \$130,273 since taking office.	(n) Varies by department.
Illinois—Governor Rauner only accepts \$1 of salary and takes no state benefits.	(o) Solid waste is managed by the Rhode Island Resource Recovery Corporation (RIRRC). Although not a department of the state government, RIRRC is a public corporation and a component of the State of Rhode Island for financial reporting purposes. To be financially self-sufficient, the agency earns revenue through the sale of recyclable products, methane gas royalties and fees for its services.
New York—Howard A. Zemsky—takes \$1 of his salary of \$120,800. He is the chair and Commissioner of Empire State Development, which oversees Commerce, Economic Development, Planning and Tourism.	(p) Commissioner Mark Nunnally waives his salary. The last reported salary for this position was \$158,000.
North Dakota—Governor Doug Burgum has declined his salary of \$129,096.	
Tennessee—Governor Haslam returns his salary to the state.	
(e) In Maine, New Hampshire, Tennessee and West Virginia, the	

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2018
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Governor</i>	<i>Rank</i>	<i>State</i>	<i>Lieutenant Governor</i>
1	California	195,806	1	Pennsylvania	163,672
2	Pennsylvania	194,850	2	Colorado	153,768
3	Tennessee	190,116	3	Hawaii	151,776
4	New York	179,000	4	New York	151,500
5	Illinois	177,412	5	California	146,854
6	Washington	175,353	6	Maryland	141,500
7	New Jersey	175,000	7	New Jersey	141,000
8	Virginia	175,000	8	Illinois	135,669
9	Delaware	171,000	9	Utah	135,000
10	Maryland	170,000	10	North Carolina	127,561
11	Vermont	166,046	11	Florida	124,851
12	Michigan	159,300	12	Kentucky	124,113
13	Hawaii	155,592	13	Massachusetts	122,058
14	Texas	153,750	14	Rhode Island	117,637
15	Massachusetts	151,800	15	Alaska	115,000
16	Connecticut	150,000	16	Louisiana	115,000
17	Utah	150,000	17	Oklahoma	114,713
18	West Virginia	150,000	18	Michigan	111,510
19	Nevada	149,573	19	Connecticut	110,000
20	Ohio	148,886	20	North Dakota	103,221
21	Wisconsin	147,328	21	Iowa	103,212
22	Oklahoma	147,000	22	Washington	102,908
23	Kentucky	145,992	23	Indiana	95,162
24	Alaska	145,000	24	Georgia	91,609
25	North Carolina	144,349	25	Montana	86,990
26	Arkansas	143,820	26	Missouri	86,484
27	Rhode Island	139,695	27	New Mexico	85,000
28	Georgia	139,339	28	Minnesota	82,959
29	Missouri	133,821	29	Delaware	80,239
30	Florida	130,273	30	Wisconsin	77,795
31	Iowa	130,000	31	Ohio	77,730
32	Louisiana	130,000	32	Nebraska	75,000
33	North Dakota	129,096	33	Vermont	70,470
34	Minnesota	127,629	34	Tennessee	68,001
35	New Hampshire	127,443	35	Nevada	63,648
36	Idaho	124,436	36	Alabama	60,830
37	Mississippi	122,160	37	Mississippi	60,000
38	Indiana	121,331	38	Kansas	54,000
39	Alabama	120,395	39	South Carolina	46,545
40	Montana	115,505	40	Idaho	42,909
41	South Dakota	112,214	41	Arkansas	42,315
42	New Mexico	110,000	42	Virginia	36,321
43	South Carolina	106,078	43	West Virginia	20,000
44	Nebraska	105,000	44	Texas	9,612
45	Wyoming	105,000		Arizona	
46	Kansas	99,636		Maine	
47	Oregon	98,600		New Hampshire	
48	Arizona	95,000		Oregon	
49	Colorado	90,000		South Dakota	
50	Maine	70,000		Wyoming	

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2018
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Attorney General</i>
1	Tennessee	185,064
2	Wyoming	175,000
3	California	170,080
4	Alabama	168,002
5	Pennsylvania	162,115
6	Washington	160,989
7	North Dakota	157,009
8	Illinois	156,541
9	Texas	153,750
10	Hawaii	151,776
11	New York	151,500
12	Virginia	150,000
13	Delaware	147,893
14	Wisconsin	142,966
15	Maryland	141,500
16	Alaska	141,156
17	Nevada	141,086
18	New Jersey	140,000
19	Georgia	139,169
20	Montana	137,008
21	Massachusetts	136,402
22	Oklahoma	132,825
23	Vermont	131,019
24	Arkansas	130,000
25	Florida	128,972
26	New Hampshire	128,260
27	North Carolina	127,561
28	Rhode Island (g)	124,991
29	Kentucky	124,113
30	Idaho	124,000
31	Iowa	123,669
32	Maine	122,616
33	Minnesota	121,248
34	Missouri	116,437
35	Louisiana	115,000
36	Michigan	112,410
37	South Dakota	112,096
38	Connecticut	110,000
39	Ohio	109,553
40	Mississippi	108,960
41	Utah	104,405
42	Indiana	99,418
43	Kansas	98,901
44	Nebraska	95,000
45	New Mexico	95,000
46	West Virginia	95,000
47	South Carolina	92,007
48	Arizona	90,000
49	Oregon	82,220
50	Colorado	80,004

<i>Rank</i>	<i>State</i>	<i>Labor</i>
1	California	201,869
2	Texas	179,500
3	Michigan	165,000
4	Washington	162,240
5	Maryland	161,975
6	Connecticut	157,000
7	Pennsylvania	155,879
8	Tennessee	152,256
9	Arizona	150,000
10	North Dakota	150,000
11	Minnesota	144,991
12	Hawaii	144,552
13	Alaska	141,156
14	Florida	141,000
15	New Jersey	141,000
16	Alabama	139,859
17	Virginia	139,647
18	Kentucky	137,000
19	Louisiana	137,000
20	Maine	135,658
21	Nebraska	132,188
22	Arkansas	130,138
23	Utah	130,000
24	Missouri	128,000
25	South Carolina	127,950
26	North Carolina	127,561
27	New York	127,000
28	Illinois	124,090
29	Georgia	122,786
30	Vermont	121,056
31	Delaware	119,540
32	Massachusetts	119,060
33	Indiana	115,895
34	New Mexico	113,827
35	Kansas	113,400
36	South Dakota	112,805
37	Iowa	112,070
38	Montana	110,787
39	New Hampshire	105,930
40	Oklahoma	105,053
41	Wisconsin	101,130
42	Nevada	98,880
43	Ohio	97,385
44	Wyoming	96,804
45	Oregon	77,000
46	West Virginia	70,504
	Colorado	
	Idaho	
	Mississippi	
	Rhode Island	

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2018
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Budget</i>	<i>Rank</i>	<i>State</i>	<i>Treasurer</i>
1	New York	199,547	1	Tennessee	201,852
2	Alaska	194,760	2	Michigan	174,204
3	Rhode Island	185,739	3	Virginia	172,430
4	Ohio	178,401	4	Georgia	165,000
5	Alabama	177,266	5	Pennsylvania	162,115
6	Georgia	175,615	6	California	156,643
7	Maryland	174,417	7	Hawaii	151,776
8	Colorado	173,616	8	Washington	143,247
9	Virginia	172,699	9	Alaska	142,452
10	Pennsylvania	168,490	10	Maryland	141,500
11	Michigan	165,000	11	New Jersey	141,000
12	North Dakota	165,000	12	Illinois	135,669
13	Connecticut	161,922	13	Massachusetts	133,277
14	Nebraska	161,874	14	North Carolina	127,561
15	Texas	159,131	15	Kentucky	124,133
16	Utah	158,995	16	Rhode Island (g)	117,637
17	Oregon	157,884	17	Louisiana	115,000
18	Tennessee	157,728	18	Oklahoma	114,713
19	Hawaii	151,776	19	Delaware	113,874
20	Illinois	150,000	20	Connecticut	110,000
21	Delaware	147,870	21	Ohio	109,553
22	Louisiana	145,954	22	Vermont	109,449
23	Florida	145,000	23	Missouri	107,746
24	Iowa	141,960	24	New Hampshire	105,930
25	Indiana	137,700	25	Utah	104,405
26	Kentucky	137,000	26	Idaho	104,207
27	Massachusetts	134,589	27	Iowa	103,212
28	Wyoming	134,358	28	Nevada	102,898
29	New Jersey	132,000	29	North Dakota	99,881
30	Arizona	130,000	30	West Virginia	95,000
31	Kansas	130,000	31	South Carolina	92,007
32	Vermont	127,088	32	Wyoming	92,000
33	South Carolina	123,730	33	Mississippi	90,000
34	Idaho	122,990	34	South Dakota	89,700
35	Montana	121,200	35	Maine	89,149
36	Missouri	117,300	36	Kansas	86,003
37	Wisconsin	116,126	37	Alabama	85,248
38	Maine	115,461	38	Arkansas	85,000
39	New Hampshire	105,930	39	Nebraska	85,000
40	Arkansas	101,077	40	New Mexico	85,000
41	Oklahoma	100,000	41	Indiana	82,640
42	West Virginia	99,120	42	Oregon	72,000
43	New Mexico	89,703	43	Arizona	70,000
44	South Dakota	75,656	44	Wisconsin	69,936
			45	Colorado	68,500
	California				
	Minnesota			Florida	
	Mississippi			Minnesota	
	Nevada			Montana	
	North Carolina			New York	
	Washington			Texas	

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2018
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<i>Rank</i>	<i>State</i>	<i>Agriculture</i>	<i>Rank</i>	<i>State</i>	<i>Personnel</i>
1	California	201,869	1	California	183,759
2	Colorado	162,012	2	Michigan	178,360
3	Michigan	160,000	3	Alabama	168,622
4	Tennessee	158,556	4	Tennessee	158,556
5	Oregon	152,652	5	Massachusetts	158,000
6	Indiana	148,000	6	Oregon	157,884
7	Minnesota	144,991	7	Rhode Island	146,994
8	Hawaii	144,452	8	Pennsylvania	146,211
9	Washington	144,192	9	Hawaii	144,552
10	Maryland	143,488	10	Louisiana	142,854
11	New Jersey	141,000	11	North Carolina	142,100
12	Pennsylvania	140,291	12	Colorado	141,588
13	Texas	137,500	13	Maryland	141,365
14	Vermont	136,448	14	New Jersey	141,000
15	Massachusetts	136,000	15	Connecticut	140,000
16	Maine	135,658	16	Georgia	140,000
17	Ohio	134,846	17	Kentucky	137,000
18	Illinois	133,273	18	South Carolina	136,290
19	Connecticut	132,160	19	Mississippi	135,000
20	Arizona	132,000	20	Alaska	133,332
21	Idaho	130,936	21	Arizona	130,000
22	Florida	128,972	22	Iowa	127,317
23	North Carolina	127,561	23	Utah	125,590
24	Utah	125,008	24	Vermont	121,056
25	Wyoming	124,378	25	New York	120,800
26	Missouri	124,139	26	South Dakota	119,675
27	Kentucky	124,113	27	Delaware	118,252
28	Wisconsin	121,950	28	Ohio	116,272
29	Georgia	121,557	29	Maine	115,461
30	New York	120,800	30	Indiana	114,400
31	Delaware	119,540	31	Wyoming	112,000
32	Nevada	118,200	32	Wisconsin	111,800
33	South Dakota	118,000	33	Florida	111,000
34	Nebraska	115,001	34	Oklahoma	110,000
35	Louisiana	115,000	35	Nevada	108,540
36	Montana	110,787	36	Nebraska	107,563
37	Kansas	110,000	37	Arkansas	106,549
38	North Dakota	108,656	38	New Mexico	105,000
39	Alaska	106,452	39	Montana	104,739
40	Iowa	103,212	40	North Dakota	104,424
41	Arkansas	101,969	41	Idaho	99,548
42	New Hampshire	100,171	42	Missouri	98,681
43	West Virginia	95,000	43	Kansas	95,000
44	South Carolina	92,007	44	New Hampshire	88,933
45	Mississippi	90,000	45	West Virginia	70,000
46	Oklahoma	87,005			
47	Alabama	84,655			
	New Mexico			Illinois	
	Rhode Island			Minnesota	
	Virginia			Texas	
				Virginia	
				Washington	

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2018
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<i>Rank</i>	<i>State</i>	<i>Comptroller</i>
1	Tennessee	201,852
2	Washington	179,525
3	Ohio	178,401
4	Massachusetts	176,624
5	Virginia	172,567
6	North Carolina	158,501
7	California	156,643
8	Pennsylvania	154,015
9	Texas	153,750
10	New York	151,500
11	Delaware	147,870
12	Michigan	147,471
13	Hawaii	144,552
14	Colorado	143,376
15	Maryland	141,500
16	New Jersey	141,000
17	Rhode Island (g)	140,645
18	Arizona	140,000
19	Alabama	138,305
20	Alaska	137,664
21	Illinois	135,669
22	Florida	128,972
23	Vermont	127,088
24	Oklahoma	120,000
25	New Mexico	118,000
26	Maine	115,461
27	Kansas	115,000
28	Connecticut	110,000
29	Nebraska	108,601
30	Kentucky	108,286
31	New Hampshire	106,575
32	Idaho	104,207
33	Montana	103,485
34	Nevada	102,898
35	Missouri	98,681
36	South Carolina	92,007

Arkansas
Georgia
Indiana
Iowa
Louisiana
Minnesota
Mississippi
North Dakota
Oregon
South Dakota
Utah
West Virginia
Wisconsin
Wyoming

<i>Rank</i>	<i>State</i>	<i>Commerce</i>
1	Arizona	250,000
2	Louisiana	237,500
3	Rhode Island (g)	205,706
4	Connecticut	190,400
5	South Carolina	175,980
6	Maryland	172,021
7	Virginia	171,922
8	Oregon	168,276
9	Alabama	162,232
10	Massachusetts	161,522
11	North Dakota	160,000
12	Washington	159,060
13	Utah	144,997
14	Minnesota	144,991
15	Hawaii	144,552
16	Wyoming	142,943
17	Illinois	142,339
18	Alaska	141,156
19	North Carolina	138,040
20	Ohio	137,924
21	Kentucky	137,000
22	Vermont	136,177
23	Pennsylvania	135,179
24	Georgia	132,600
25	Nebraska	132,188
26	Idaho	130,000
27	Nevada	128,998
28	Missouri	128,244
29	Oklahoma	126,508
30	Kansas	125,000
31	New Mexico	123,725
32	New York	120,800
33	New Hampshire	114,554
34	Montana	110,787
35	West Virginia	95,000
36	Mississippi	90,000

Arkansas
California
Colorado
Delaware
Florida
Indiana
Iowa
Maine
Michigan
New Jersey
South Dakota
Tennessee
Texas
Wisconsin

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2018
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<i>Rank</i>	<i>State</i>	<i>Natural Resources</i>
1	Texas	210,695
2	California	201,869
3	Arizona	175,000
4	Georgia	175,000
5	Tennessee	168,708
6	Michigan	165,000
7	Virginia	163,735
8	Massachusetts	161,522
9	Maryland	159,312
10	Colorado	157,848
11	Connecticut	155,767
12	Minnesota	154,992
13	Florida	150,000
14	Nebraska	149,968
15	Pennsylvania	148,085
16	Hawaii	144,552
17	Ohio	144,061
18	Alaska	141,156
19	Alabama	141,000
20	Utah	140,004
21	Vermont	136,448
22	New York	136,000
23	Maine	135,658
24	Washington	135,515
25	South Carolina	135,072
26	Illinois	133,273
27	North Carolina	130,935
28	Idaho	129,771
29	Mississippi	129,347
30	Louisiana	129,210
31	Nevada	128,998
32	Iowa	128,890
33	Delaware	128,090
34	Wisconsin	127,026
35	Oklahoma	126,508
36	Indiana	125,700
37	New Jersey	125,000
38	New Mexico	125,000
39	Missouri	124,139
40	Wyoming	123,257
41	South Dakota	119,675
42	New Hampshire	114,554
43	Arkansas	112,756
44	Kansas	111,490
45	Montana	110,787
46	Kentucky	105,000
	North Dakota	
	Oregon	
	Rhode Island	
	West Virginia	

<i>Rank</i>	<i>State</i>	<i>Economic Development</i>
1	Virginia	350,200
2	Kentucky	250,000
3	Louisiana	237,500
4	New Jersey	225,000
5	Indiana	195,850
6	Connecticut	190,400
7	Rhode Island	185,000
8	Mississippi	183,000
9	Michigan	175,000
10	Maryland	172,021
11	Georgia	169,500
12	Tennessee	169,392
13	Massachusetts	161,522
14	Colorado	155,004
15	Iowa	154,300
16	Minnesota	150,002
17	Pennsylvania	148,085
18	Utah	145,995
19	Hawaii	144,552
20	Nebraska	142,001
21	Ohio	141,897
22	Florida	141,000
23	South Dakota	138,823
24	Maine	135,658
25	Missouri	128,244
26	Delaware	128,090
27	North Dakota	126,005
28	New Mexico	123,725
29	Arkansas	121,038
30	Vermont	112,756
31	Montana	104,809
32	New Hampshire	87,423
33	Kansas	72,050
	Alabama	
	Alaska	
	Arizona	
	California	
	Idaho	
	Illinois	
	Nevada	
	New York	
	North Carolina	
	Oklahoma	
	Oregon	
	South Carolina	
	Texas	
	Washington	
	West Virginia	
	Wisconsin	
	Wyoming	

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<i>Rank</i>	<i>State</i>	<i>Revenue</i>
1	Louisiana	250,000
2	California	197,900
3	Connecticut	190,400
4	Arizona	175,000
5	South Carolina	174,966
6	Oregon	168,276
7	Virginia	164,651
8	Alabama	164,419
9	Tennessee	163,800
10	Washington	162,240
11	Colorado	161,952
12	Nebraska	161,600
13	Georgia	158,000
14	Minnesota	154,992
15	Iowa	154,300
16	Florida	150,000
17	Oklahoma	150,000
18	Pennsylvania	148,085
19	Hawaii	144,552
20	Ohio	144,061
21	Illinois	142,339
22	Alaska	141,156
23	Arkansas	139,919
24	Indiana	139,256
25	Mississippi	134,935
26	Maryland	132,569
27	Rhode Island	130,100
28	Nevada	128,998
29	Missouri	128,244
30	New Jersey	128,000
31	Wyoming	126,994
32	Michigan	125,189
33	Delaware	125,103
34	Kansas	125,000
35	Wisconsin	122,470
36	Vermont	121,056
37	Maine	119,038
38	New Hampshire	117,913
39	Kentucky	117,265
40	North Dakota	114,791
41	South Dakota	113,692
42	Montana	110,787
43	West Virginia	95,000
44	Idaho	88,908
45	Utah	84,032
	Massachusetts	
	New Mexico	
	New York	
	North Carolina	
	Texas	

<i>Rank</i>	<i>State</i>	<i>Social Services</i>
1	California	234,879
2	Texas	230,523
3	Arizona	215,250
4	Virginia	209,000
5	Nebraska	206,850
6	Indiana	190,550
7	Connecticut	190,400
8	Oregon	185,508
9	Oklahoma	185,000
10	Washington	183,000
11	North Dakota	182,004
12	Michigan	175,000
13	South Carolina	168,043
14	Maryland	167,488
15	Georgia	166,860
16	Colorado	166,452
17	Arkansas	162,648
18	Tennessee	158,556
19	Pennsylvania	155,879
20	Minnesota	154,992
21	Iowa	154,300
22	Illinois	150,228
23	Hawaii	144,552
24	Alabama	140,000
25	Florida	140,000
26	Massachusetts	140,000
27	North Carolina	138,290
28	Vermont	136,448
29	New York	136,000
30	Maine	135,658
31	Utah	131,081
32	Mississippi	130,000
33	Louisiana	129,995
34	Nevada	128,998
35	Missouri	128,244
36	New Mexico	126,250
37	South Dakota	124,462
38	Wisconsin	123,989
39	New Hampshire	121,896
40	Kentucky	120,000
41	Kansas	105,000
	Alaska	
	Delaware	
	Idaho	
	Montana	
	New Jersey	
	Ohio	
	Rhode Island	
	West Virginia	
	Wyoming	

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<i>Rank</i>	<i>State</i>	<i>Corrections</i>
1	Texas	266,500
2	California	258,180
3	Nebraska	186,164
4	Oregon	185,104
5	Arizona	185,000
6	Oklahoma	185,000
7	Michigan	175,000
8	Washington	174,396
9	South Carolina	168,043
10	Connecticut	167,500
11	Colorado	166,416
12	Virginia	160,742
13	Florida	160,000
14	Georgia	160,000
15	Maryland	159,072
16	Pennsylvania	155,879
17	Indiana	154,400
18	Tennessee	152,256
19	Arkansas	150,507
20	Illinois	150,228
21	Minnesota	150,002
22	Massachusetts	150,000
23	Wyoming	148,628
24	Delaware	147,870
25	Ohio	147,492
26	Rhode Island	145,644
27	Hawaii	144,552
28	Iowa	142,500
29	Alaska	141,156
30	New Jersey	141,000
31	Idaho	139,984
32	Louisiana	136,719
33	New York	136,000
34	Maine	135,658
35	North Dakota	135,240
36	Kansas	135,000
37	Mississippi	132,761
38	Utah	131,997
39	Wisconsin	131,997
40	Nevada	128,998
41	South Dakota	124,462
42	Missouri	124,139
43	New Mexico	123,725
44	Vermont	121,056
45	New Hampshire	117,913
46	Montana	110,796
47	Kentucky	103,955
48	West Virginia	90,504
49	Alabama	71,712

North Carolina

<i>Rank</i>	<i>State</i>	<i>Transportation</i>
1	Texas	299,812
2	Georgia	250,000
3	Virginia	212,661
4	North Carolina	195,352
5	Connecticut	190,750
6	California	190,334
7	South Carolina	187,200
8	Oregon	185,103
9	Idaho	184,849
10	Missouri	177,480
11	Louisiana	176,900
12	Maryland	174,419
13	Washington	174,396
14	Indiana	171,600
15	North Dakota	170,000
16	Colorado	166,456
17	Michigan	165,000
18	Utah	163,425
19	Massachusetts	161,522
20	Tennessee	158,556
21	Mississippi	157,000
22	Oklahoma	156,128
23	Pennsylvania	155,879
24	Minnesota	154,992
25	Illinois	150,228
26	Arizona	150,000
27	Nebraska	149,966
28	Iowa	147,014
29	Hawaii	144,552
30	Ohio	144,061
31	Alaska	141,156
32	Florida	141,000
33	New Jersey	141,000
34	Delaware	138,945
35	Kentucky	137,000
36	Vermont	136,448
37	New York	136,000
38	Maine	135,657
39	Rhode Island	135,000
40	Nevada	128,998
41	Wisconsin	127,026
42	New Mexico	125,000
43	South Dakota	124,462
44	West Virginia	120,000
45	New Hampshire	117,913
46	Montana	110,787
47	Kansas	110,000

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2018
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Health</i>
1	Colorado	379,641
2	Alabama	282,446
3	Texas	242,353
4	Louisiana	236,001
5	Mississippi	230,000
6	Arkansas	219,779
7	Arizona	205,505
8	Wyoming	202,952
9	Utah	202,425
10	Virginia	202,023
11	Connecticut	190,000
12	Kansas	190,000
13	Oklahoma	189,000
14	Oregon	185,508
15	Tennessee	176,868
16	Georgia	175,000
17	Indiana	175,000
18	Michigan	175,000
19	Maryland	170,997
20	Delaware	170,483
21	North Dakota	170,004
22	Nebraska	166,650
23	Washington	157,452
24	Idaho	157,185
25	Pennsylvania	155,879
26	Illinois	150,228
27	Minnesota	150,002
28	Vermont	148,262
29	North Carolina	146,666
30	Hawaii	144,552
31	Missouri	142,000
32	Alaska	141,156
33	New Jersey	141,000
34	Ohio	140,525
35	Massachusetts	140,000
36	New York	136,000
37	Maine	135,658
38	Iowa	135,387
39	Rhode Island (g)	134,975
40	South Dakota	128,598
41	Wisconsin	128,000
42	New Mexico	125,000
43	Kentucky	120,000
44	Montana	110,787
45	New Hampshire	100,171
46	West Virginia	85,512

California
Florida
Nevada
South Carolina

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2018
EXECUTIVE BRANCH**

Summary of Hawaii's Rank Among the 50 States

Title	Hawaii's Rank
<i>Governor</i>	13
<i>Lieutenant governor</i>	3
<i>Treasurer</i>	7
<i>Agriculture</i>	8
<i>Personnel</i>	9
<i>Attorney general</i>	10
<i>Labor</i>	12
<i>Comptroller</i>	13
<i>Commerce</i>	15
<i>Natural resources</i>	16
<i>Budget</i>	19
<i>Economic development</i>	19
<i>Revenue</i>	19
<i>Social services</i>	23
<i>Corrections</i>	27
<i>Transportation</i>	29
<i>Health</i>	30

**Salary Table No. 2019-EX
Rates of Basic Pay for the Executive Schedule (EX)
Rates Frozen at 2018 Levels**

Effective January 2019

Level	Rate
Level I	\$210,700
Level II	\$189,600
Level III	\$174,500
Level IV	\$164,200
Level V	\$153,800

Section 738 of division E of the Consolidated Appropriations Act, 2018 (Public Law 115-141, March 23, 2018), continued the freeze on the payable pay rates for certain senior political officials at 2013 levels through January 5, 2019, or the date of enactment of new appropriations legislation. For more information, please see Compensation Policy Memorandum 2018-08 at <https://chcoc.gov/content/continued-pay-freeze-certain-senior-political-officials-2>. We will issue separate guidance regarding whether this pay freeze will be continued or terminated.

Judicial Salaries

	Chief Justice		Associate Justice		ICA Chief Judge		Associate Judge, ICA		Circuit Court Judge		District/Family Court Judge	
1/1/1990	94,780		93,780		91,280		89,780		86,780		81,780	
7/1/1990		0%		0%		0%		0%		0%		0%
7/1/1991		0%		0%		0%		0%		0%		0%
7/1/1992		0%		0%		0%		0%		0%		0%
7/1/1993		0%		0%		0%		0%		0%		0%
7/1/1994		0%		0%		0%		0%		0%		0%
7/1/1995		0%		0%		0%		0%		0%		0%
7/1/1996		0%		0%		0%		0%		0%		0%
7/1/1997		0%		0%		0%		0%		0%		0%
7/1/1998		0%		0%		0%		0%		0%		0%
7/1/1999	105,206	11%	104,096	11%	101,321	11%	99,656	11%	96,326	11%	90,776	11%
7/1/2000	116,779	11%	115,547	11%	112,466	11%	110,618	11%	106,922	11%	100,761	11%
7/1/2001		0%		0%		0%		0%		0%		0%
7/1/2002		0%		0%		0%		0%		0%		0%
7/1/2003		0%		0%		0%		0%		0%		0%
7/1/2004		0%		0%		0%		0%		0%		0%
7/1/2005	140,000	20%	135,000	17%	130,000	16%	125,000	13%	121,600	14%	114,600	14%
7/1/2006	144,900	4%	139,725	4%	134,550	4%	129,375	4%	125,856	4%	118,611	4%
7/1/2007	159,396	10%	153,696	10%	148,008	10%	142,308	10%	138,444	10%	130,476	10%
7/1/2008	164,976	4%	159,072	3%	153,192	4%	147,288	3%	143,292	4%	135,048	4%
7/1/2009	156,732	-5%	151,116	-5%	145,536	-5%	139,920	-5%	136,128	-5%	128,292	-5%
7/1/2010		0%		0%		0%		0%		0%		0%
7/1/2011		0%		0%		0%		0%		0%		0%
7/1/2012		0%		0%		0%		0%		0%		0%
7/1/2013	213,840	34%	206,184	34%	198,588	34%	190,908	34%	185,736	34%	175,032	34%
7/1/2014	218,112	2%	210,312	2%	202,560	2%	194,724	2%	189,456	2%	178,536	2%
7/1/2015	222,480	2%	214,524	2%	206,616	2%	198,624	2%	193,248	2%	182,112	2%
7/1/2016	226,932	2%	218,820	2%	210,744	2%	202,596	2%	197,112	2%	185,760	2%
7/1/2017	231,468	2%	223,200	2%	214,956	2%	206,652	2%	201,060	2%	189,480	2%
7/1/2018	236,100	2%	227,664	2%	219,252	2%	210,780	2%	205,080	2%	193,272	2%

Salary Comparison Among States
Chief Justice - Court of Last Resort

As of July 1, 2018

Rank	State	Salary		
1	California	\$256,059		National Average 181,343
2	New York	\$237,500	Hawaii vs. National Average	130%
3	Hawaii	\$236,100		
4	Illinois	\$234,391		National Median 177,244
5	District of Columbia	\$221,100	Hawaii vs. National Median	133%
5	Florida	\$220,600		
7	Pennsylvania	\$213,748		
8	Virginia	\$210,017		
9	Massachusetts	\$206,984		
10	Alaska	\$205,776		
11	Delaware	\$204,148		
12	New Jersey	\$200,795		
13	Connecticut	\$200,599		
14	Maryland	\$200,433		
15	Rhode Island	\$197,327		
16	Minnesota	\$195,466		
17	Tennessee	\$194,124		
18	Washington	\$189,374		
19	Arkansas	\$189,108		
20	Colorado	\$186,656		
21	Utah	\$184,950		
22	Missouri	\$184,230		
23	Iowa	\$183,001		
24	Alabama	\$181,127		
25	Louisiana	\$177,703		
26	Indiana	\$177,244		
27	Georgia	\$175,600		
28	Ohio	\$174,700		
29	Nebraska	\$173,694		
30	Texas	\$170,500		
31	Nevada	\$170,000		
32	New Hampshire	\$169,781		
33	Vermont	\$169,297		
34	Wyoming	\$165,000		
35	Arizona	\$164,836		
36	Michigan	\$164,610		
37	North Dakota	\$161,517		
38	Maine	\$159,640		
39	Mississippi	\$159,000		
40	Oregon	\$157,076		
41	South Carolina	\$156,234		
42	Oklahoma	\$155,820		
43	Idaho	\$154,400		
44	Wisconsin	\$153,291		
45	North Carolina	\$153,088		
46	Kansas	\$145,649		
47	Montana	\$145,621		
48	Kentucky	\$143,890		
49	New Mexico	\$141,819		
50	South Dakota	\$138,893		
51	West Virginia	\$136,000		

Salary Comparison Among States
Court of Last Resort

As of July 1, 2018

Rank	State	Salary		
1	California	\$244,179	National Average	175,249
2	Illinois	\$234,391	Hawaii vs. National Average	130%
3	New York	\$230,200		
4	Hawaii	\$227,664	National Median	173,694
5	District of Columbia	\$220,600	Hawaii vs. National Median	131%
5	Florida	\$220,600		
7	Pennsylvania	\$207,203		
8	Alaska	\$205,176		
9	Massachusetts	\$200,984		
10	Virginia	\$197,827		
11	Delaware	\$195,245		
12	New Jersey	\$193,842		
13	Tennessee	\$188,952		
14	Washington	\$186,681		
15	Connecticut	\$185,610		
16	Utah	\$182,950		
17	Colorado	\$182,671		
18	Maryland	\$181,433		
19	Rhode Island	\$179,387		
20	Minnesota	\$177,697		
21	Indiana	\$177,244		
22	Missouri	\$176,157		
23	Georgia	\$175,600		
24	Arkansas	\$174,925		
25	Iowa	\$174,808		
26	Nebraska	\$173,694		
27	Nevada	\$170,000		
28	Louisiana	\$169,125		
29	Texas	\$168,000		
30	Alabama	\$167,685		
31	Wyoming	\$165,000		
32	New Hampshire	\$164,647		
33	Michigan	\$164,610		
34	Ohio	\$164,000		
35	Vermont	\$161,576		
36	Arizona	\$159,685		
37	North Dakota	\$157,009		
38	Oregon	\$154,040		
39	Wisconsin	\$153,291		
40	Mississippi	\$152,250		
41	Idaho	\$151,400		
42	North Carolina	\$149,115		
43	South Carolina	\$148,794		
44	Oklahoma	\$145,914		
45	Montana	\$144,061		
46	Kansas	\$142,089		
47	New Mexico	\$139,819		
48	Kentucky	\$138,890		
49	Maine	\$138,070		
50	South Dakota	\$136,893		
51	West Virginia	\$136,000		

**Salary Comparison Among States
Intermediate Appellate Court**

As of July 1, 2018

Rank	State	Salary		
1	California	\$228,918		
2	Illinois	\$220,605		
3	New York	\$212,700		
4	Hawaii	\$210,780		
5	Pennsylvania	\$195,978	National Average	168,663
6	Alaska	\$193,836	Hawaii vs. National Average	125%
7	Massachusetts	\$190,087		
8	New Jersey	\$183,534		
9	Tennessee	\$182,664		
10	Virginia	\$181,610		
11	Alabama	\$178,878		
12	Washington	\$177,708		
13	Colorado	\$175,434		
14	Utah	\$174,600		
15	Georgia	\$174,500		
16	Connecticut	\$174,323		
17	Indiana	\$172,296		
18	Arkansas	\$169,672		
19	Florida	\$169,554		
20	Maryland	\$168,633		
21	Minnesota	\$167,438		
22	Nebraska	\$165,009		
23	Nevada	\$165,000		
24	Missouri	\$161,038		
25	Texas	\$158,500		
26	Iowa	\$158,420		
27	Louisiana	\$158,147		
28	Michigan	\$157,544		
29	Arizona	\$154,534		
30	Ohio	\$152,850		
31	Oregon	\$150,980		
32	South Carolina	\$145,074		
33	Mississippi	\$144,827		
34	Wisconsin	\$144,614		
35	North Carolina	\$142,947		
36	Idaho	\$141,400		
37	Oklahoma	\$138,235		
38	Kansas	\$137,502		
39	Kentucky	\$133,299		
40	New Mexico	\$132,838		
N/A	Delaware			
	District of Columbia			
	Maine			
	Montana			
	New Hampshire			
	North Dakota			
	Rhode Island			
	South Dakota			
	Vermont			
	West Virginia			
	Wyoming			

Salary Comparison Among States
General Jurisdiction Trial Court Judges

As of July 1, 2018

Rank	State	Salary		
1	District of Columbia	\$208,000		
1	New York	\$208,000	National Average	157,404
3	Hawaii	\$205,080	Hawaii vs. National Average	130%
4	Illinois	\$202,433		
5	California	\$200,042	National Median	153,603
6	Alaska	\$189,720	Hawaii vs. National Median	134%
7	Massachusetts	\$184,694		
8	Delaware	\$183,444		
9	Pennsylvania	\$180,299		
10	Tennessee	\$176,364		
11	Georgia	\$173,065		
12	New Jersey	\$173,000		
13	Virginia	\$171,120		
14	Washington	\$169,187		
15	Colorado	\$168,202		
16	Arkansas	\$168,096		
17	Connecticut	\$167,634		
18	Utah	\$166,300		
19	Rhode Island	\$161,507		
20	Florida	\$160,688		
21	Nebraska	\$160,667		
22	Nevada	\$160,000		
23	Maryland	\$159,433		
24	Minnesota	\$157,179		
25	New Hampshire	\$154,442		
26	Vermont	\$153,603		
27	Louisiana	\$151,943		
28	Missouri	\$151,840		
29	Wyoming	\$150,000		
30	Arizona	\$149,383		
31	Texas	\$149,000		
32	Iowa	\$147,494		
33	Indiana	\$147,164		
34	Michigan	\$145,578		
35	North Dakota	\$143,869		
36	Oregon	\$142,136		
37	South Carolina	\$141,354		
38	Ohio	\$140,550		
39	Wisconsin	\$136,428		
40	Mississippi	\$136,000		
41	Idaho	\$135,400		
42	North Carolina	\$135,236		
43	Alabama	\$134,943		
44	Montana	\$132,558		
45	Oklahoma	\$131,835		
46	Maine	\$129,397		
47	South Dakota	\$127,862		
48	Kentucky	\$127,733		
49	New Mexico	\$126,187		
50	West Virginia	\$126,000		
51	Kansas	\$125,499		

Federal Judicial Compensation
From 1968 to Present

www.uscourts.gov

Year	District Judges	Circuit Judges	Associate Justices	Chief Justice
2018	\$208,000	\$220,600	\$255,300	\$267,000
2017	\$205,100	\$217,600	\$251,800	\$263,300
2016	\$203,100	\$215,400	\$249,300	\$260,700
2015	\$201,100	\$213,300	\$246,800	\$258,100
2014	\$199,100	\$211,200	\$244,400	\$255,500
2013	\$174,000	\$184,500	\$213,900	\$223,500
2012	\$174,000	\$184,500	\$213,900	\$223,500
2011	\$174,000	\$184,500	\$213,900	\$223,500
2010	\$174,000	\$184,500	\$213,900	\$223,500
2009	\$174,000	\$184,500	\$213,900	\$223,500
2008	\$169,300	\$179,500	\$208,100	\$217,400
2007	\$165,200	\$175,100	\$203,000	\$212,100
2006	\$165,200	\$175,100	\$203,000	\$212,100
2005	\$162,100	\$171,800	\$199,200	\$208,100
2004	\$158,100	\$167,600	\$194,300	\$203,000
2003	\$154,700	\$164,000	\$190,100	\$198,600
2002	\$150,000	\$159,100	\$184,400	\$192,600
2001	\$145,100	\$153,900	\$178,300	\$186,300
2000	\$141,300	\$149,900	\$173,600	\$181,400
1999	\$136,700	\$145,000	\$167,900	\$175,400
1998	\$136,700	\$145,000	\$167,900	\$175,400
1997	\$133,600	\$141,700	\$164,100	\$171,500
1996	\$133,600	\$141,700	\$164,100	\$171,500
1995	\$133,600	\$141,700	\$164,100	\$171,500
1994	\$133,600	\$141,700	\$164,100	\$171,500
1993	\$133,600	\$141,700	\$164,100	\$171,500
1992	\$129,500	\$137,300	\$159,000	\$166,200
1991	\$125,100	\$132,700	\$153,600	\$160,600
1990	\$96,600	\$102,500	\$118,600	\$124,000
1989	\$89,500	\$95,000	\$110,000	\$115,000
1988	\$89,500	\$95,000	\$110,000	\$115,000
1987	\$89,500	\$95,000	\$110,000	\$115,000
1986	\$78,700	\$83,200	\$104,100	\$108,400
1985	\$78,700	\$83,200	\$104,100	\$108,400
1984	\$76,000	\$80,400	\$100,600	\$104,700
1983	\$73,100	\$77,300	\$96,700	\$100,700
1982	\$73,100	\$77,300	\$96,700	\$100,700
1981	\$70,300	\$74,300	\$93,000	\$96,800
1980	\$67,100	\$70,900	\$88,700	\$92,400

1979	\$61,500	\$65,000	\$81,300	\$84,700	4
1978	\$54,500	\$57,500	\$72,000	\$75,000	
1977	\$54,500	\$57,500	\$72,000	\$75,000	5
1976	\$44,000	\$46,800	\$66,000	\$68,700	6
1975	\$42,000	\$44,600	\$63,000	\$65,600	
1974	\$40,000	\$42,500	\$60,000	\$62,500	
1973	\$40,000	\$42,500	\$60,000	\$62,500	
1972	\$40,000	\$42,500	\$60,000	\$62,500	
1971	\$40,000	\$42,500	\$60,000	\$62,500	
1970	\$40,000	\$42,500	\$60,000	\$62,500	
1969	\$40,000	\$42,500	\$60,000	\$62,500	7
1968	\$30,000	\$33,000	\$39,500	\$40,000	

Explanatory Notes

Unless otherwise indicated, all increases were the result of annual salary adjustments, in accordance with 28 U.S.C. §§ 5, 44(d), 135, and/or 461.

1 These salary levels reflect two separate adjustments. *Beer v. United States*, 696 F.3d 1174 (Fed. Cir. 2012), *cert. denied*, 133 S.Ct. 1997, held that the denial of certain cost-of-living adjustments for judges was an unconstitutional deprivation of judicial compensation in violation of the Compensation Clause and that a 2001 amendment that barred judges from receiving additional compensation except as Congress specifically authorized did not override the provisions of the Ethics Reform Act of 1989, Pub. L. No. 101-194. In an order filed on December 10, 2013, in *Barker v. United States*, No. 12-826 (Fed. Cl. filed Nov. 30, 2012), this holding was applied to other Article III judges, effective that date. As directed by these decisions, the salaries were reset to include the missed adjustments, resulting in the salaries of circuit judges set at \$209,100, district judges at \$197,100, the Chief Justice at \$253,000 and the Associate Justices at \$242,000. These salary levels were then further adjusted by the one percent cost-of-living adjustment provided to nearly all federal government employees and officials, in accordance with Executive Order No. 13655 (Dec. 23, 2013), effective January 1, 2014.

2 These salary levels reflect two separate adjustments that both became effective on January 1, 1991: a 25 percent increase provided to judges and other senior government officials by the Ethics Reform Act of 1989, Pub. L. No. 101-194, § 703, 103 Stat. 1716, 1768; and a 3.6 percent cost-of-living adjustment for the 1991 fiscal year.

3 These salary levels reflect two separate adjustments. First, Public Law Number 99-500, § 406, provided a three percent cost-of-living adjustment for the Judiciary as of January 1, 1987, bringing the salaries of circuit judges to \$85,700, district judges (and other top government officials) to \$81,100, the Chief Justice to \$111,700, and the salaries of the Associate Justices to \$107,200. Then on January 5, 1987, President Reagan recommended to Congress further adjustment for justices, judges, and other executive level officers under the Federal Salary Act of 1967, as amended, 2 U.S.C. § 358, to the rates shown. These rates became effective March 1, 1987, following Congressional failure to effectively disapprove them.

4 *United States v. Will*, 449 U.S. 200 (1980), held that 1979 legislation violated the Compensation Clause of Article III in denying judges joint implementation of annual cost-of-living adjustments in 1978 and 1979.

5 These salary levels reflect varying percentage increases proposed and implemented under the Quadrennial Commission process, effective March 1, 1977.

6 Implementation of the 1976 annual cost-of-living adjustment, pursuant to *United States v. Will*, *supra*, holding that retroactive cancellation of the 1976 adjustment violated the Compensation Clause of Article III.

7 These salary levels reflect varying percentage increases proposed and implemented under the Quadrennial Commission process, effective March 1, 1969.

Legislative Salaries

	Representatives and Senators		House Speaker and Senate President	
1990	27,000		32,000	
1991		0%		0%
1992		0%		0%
1/1993	32,000	19%	37,000	16%
1994		0%		0%
1995		0%		0%
1996		0%		0%
1997		0%		0%
1998		0%		0%
1999		0%		0%
2000		0%		0%
2001		0%		0%
2002		0%		0%
2003		0%		0%
2004		0%		0%
1/1/2005	34,200	7%	41,700	13%
1/1/2006		0%		0%
1/1/2007	35,900	5%	43,400	4%
1/1/2008		0%		0%
1/1/2009	48,708	36%	56,208	30%
7/1/2009	46,273	-5%	53,398	-5%
1/1/2010		0%		0%
1/1/2011		0%		0%
1/1/2012		0%		0%
1/1/2013		0%		0%
7/1/2013	55,896	21%	63,396	19%
1/1/2014	57,852	3%	65,352	3%
1/1/2015	59,004	2%	66,504	2%
1/1/2016	60,180	2%	67,680	2%
1/1/2017	61,380	2%	68,880	2%
1/1/2018	62,604	2%	70,104	2%

Revised 9/25/18

COMPARISON OF LEGISLATIVE PAY RATES FOR STATE AND COUNTIES IN HAWAII
(AS OF SEPTEMBER 1, 2018)

	STATE	C&C HONOLULU	HAWAII	MAUI	KAUAI
Job Count	15,821¹	10,207²	2,700³	2,700³	1,300³
EFFECTIVE DATES:	1/1/2018	7/1/2018	3/1/2018	7/1/2013	12/1/2018
<u>Position</u>					
SPEAKER/PRESIDENT	70,104				
MEMBERS HOUSE/SENATE	62,604				
CHAIRPERSON		74,376	77,016	82,225	72,809
COUNCIL MEMBERS		66,576	70,008	76,475	64,716

¹State of Hawaii, Department of Budget and Finance, The Operating and Capital Budget - Statewide Summaries, FY 19 Supplemental Operating Budget; Position ceiling totals under the administration of the Department of Human Resources Development, excluding University of Hawaii positions

²City and County of Honolulu, Executive Operating Budget and Program for the Fiscal Year 2019

³Department of Labor and Industrial Relations, HIWI, Current Employment Statistics, Job Count by Industry (CES), 2017 Annual Average

COMPARISON WITH COUNTY COUNCILS IN HAWAII

	State	C/C Honolulu	Hawaii	Maui	Kauai	Average Counties	% difference
Members	\$62,604	\$66,576	\$70,008	\$76,475	\$64,716	\$69,444	10.93%
Leadership	\$70,104	\$74,376	\$77,016	\$82,225	\$72,809	\$76,607	9.28%

2013: The annual salary for State legislators is between \$1,500 and \$2,000 below the salaries of Council members from each of the four counties

2019: The annual salary for State legislators is between \$2,112 and \$13,872 below the salaries of Council members from each of the four counties

2013: Annual salary for the Senate President and House Speaker is currently approximately the same as the Council Chair from Hawaii County, but is between \$5,200 and \$18,000 less than the Council Chairs from the other three Counties

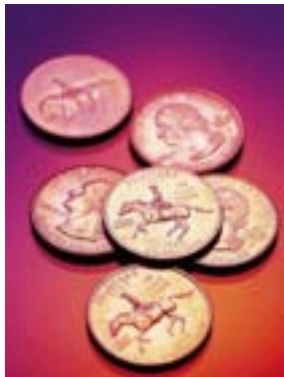
2019: Annual salary for the Senate President and House Speaker is currently between \$2,705 and \$12,121 less than all Council Chairs

Note: Although Senators and Representatives have defined districts they represent, on most issues they consider they must have a broader, statewide perspective, and a knowledge of how legislation will impact the state as a whole versus their particular district



2018 LEGISLATOR COMPENSATION INFORMATION

4/16/2018



Annually, NCSL collects legislative salary and per diem information from all 50 states. This information is presented in the table below.

Every other year, NCSL conducts a broader survey on legislative compensation, including information on mileage reimbursement, office supplies and benefits. In 2018, NCSL decided to wait to collect this information until the majority of states were out of session. The results of this survey will be available by the fall of 2018. For the most up to date look at the type of information available from these surveys, please see NCSL's [2016 Legislator Compensation](#) page.

OTHER RESOURCES

[2017 Compensation Information](#)

CONTACT

[John Mahoney](#)

LEGISLATIVE SALARIES AND PER DIEM

STATE	BASE SALARY	PER DIEM
Alabama	\$46,257	Alabama legislators no longer receive a set per diem rate while in session. Legislators are reimbursed for in-state travel expenses which include mileage and per diem in accordance with rates and procedures applicable to state employees. All out-of-district reimbursable travel must be for official business and in the interests of the state or in the performance of official duties, as approved by the applicable presiding officer.
Alaska	\$50,400	\$275/day. Tied to the federal rate.
Arizona	\$24,000	\$35/d for legislators who live in Maricopa County; \$60/d for legislators who live outside of Maricopa County.
Arkansas	\$40,188	\$155 for legislators who live more than 50 miles from the Capitol; \$59 for legislators who live less than 50 miles from the Capitol.
California	\$107,241	\$192/d for each day in session.
Colorado	\$30,000	85 percent of federal per diem for members living outside Denver; \$45/d for members who live 50 or fewer miles from the capitol (V). Set by the legislature.

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Connecticut	\$28,000	No per diem is paid.
Delaware	\$45,291	No per diem is paid.
Florida	\$29,697	\$152/d based on the number of days in Tallahassee (V).
Georgia	\$17,342	\$173/d (U). Set by the Legislative Services Committee.
Hawaii	\$62,604	\$225/d
Idaho	\$17,358	\$129/d for members establishing a second residence in Boise; \$49/d if no second residence is established and up to \$25/d travel (V). Set by the compensation commission.
Illinois	\$67,836	\$111/session day.
Indiana	\$25,945	\$173/d (U)
Iowa	\$25,000	\$168/d
Kansas	\$88.66/day (C)	\$144/d
Kentucky	\$188.22/day (C)	158/d
Louisiana	\$22,800	\$164/d
Maine	\$10,131	\$38/d lodging (or mileage and tolls up to \$38/d in lieu of housing). \$32/d meals. Set by statute.
Maryland	\$50,330	\$47/d meals. \$106/d lodging.
Massachusetts	\$62,548	No per diem is paid.
Michigan	\$71,685	\$10,800/y expense allowance for session and interim (V). Set by the compensation commission.
Minnesota	\$45,000	\$86/d for senators; \$66/d for representatives.
Mississippi	\$23,500	\$144/day
Missouri	\$35,915	\$115.20/day
Montana	\$90.64/day (L)	\$114/d
Nebraska	\$12,000	\$144/d for members residing 50 miles or more from the capitol; \$51/d for members residing inside the 50-mile radius.
Nevada	\$150.71/day for legislators elected in 2016, \$146.29/day for midterm legislators	\$142/d.
New Hampshire	\$200/2-y term.	No per diem is paid.
New Jersey	\$49,000	No per diem is paid.
New Mexico	None	\$161/day
New York	\$79,500	\$174/d (including overnight) or \$59/d (no overnight).
North Carolina	\$13,951	\$104/d (U). Set by statute.
North Dakota	\$177/day (C)	Up to \$1,682/m lodging (V).
Ohio	\$60,584	No per diem is paid.
Oklahoma	\$38,400	\$154/d
Oregon	\$24,216	\$144/d
Pennsylvania	\$87,180	\$183/d
Rhode Island	\$15,630	No per diem is paid.
South Carolina	\$10,400	\$202.03 (L)

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South Dakota	\$6,000/session	\$144/d (L) (U).
Tennessee	\$22,667	\$229/d
Texas	\$7,200	\$190/d (U). Set by ethics commission.
Utah	\$273/day (C)	Up to \$100 plus tax/d (C) lodging; up to \$42/date meals (V). Tied to in-state lodging and meal reimbursement rates.
Vermont	723.27/week	\$125/d lodging (including overnight) or \$69/d (no overnight).
Virginia	\$18,000/y Senate; \$17,640/y House.	\$203/d
Washington	\$47,776/y; increases to \$48,731/y eff. 9/1/2018.	\$120/d.
West Virginia	\$20,000	\$131/d (U). Set by compensation commission.
Wisconsin	\$50,950	Senate - up to \$115/d (\$57.50/d Senators living in Dane County). Assembly - up to \$157/d (including overnight) or up to \$78.50/d (no overnight). The maximum number of days per year that per diem can be claimed is 90 days.
Wyoming	\$150/day	\$109/d (V). Set by legislature.

Source: National Conference of State Legislatures, 2018

(C) = Calendar Day, (L) = Legislative Day

(V) = Vouchered, (U) = Unvouchered

John Mahoney is a policy specialist in the NCSL Center for Legislative Strengthening.

NCSL Member Toolbox

Members Resources

- Get Involved With NCSL
- Jobs Clearinghouse
- Legislative Careers
- NCSL Staff Directories
- Staff Directories
- StateConnect Directory
- Terms and Conditions

Policy & Research Resources

- Bill Information Service
- Legislative Websites
- NCSL Bookstore
- State Legislatures Magazine

Accessibility Support

- Tel: 1-800-659-2656 or 711
- Accessibility Support
- Accessibility Policy

Meeting Resources

- Calendar
- Online Registration

Press Room

- Media Contact
- NCSL in the News
- Press Releases

Denver

7700 East First Place
Denver, CO 80230
Tel: 303-364-7700 | Fax: 303-364-7800



Washington

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

2018 MEMBERS OF CONGRESS

Position	Salary
Speaker of the House of Representatives	\$223,500
President pro tempore of the Senate	\$193,400
Majority leader and minority leader of the Senate	\$193,400
Majority leader and minority leader of the House of Representatives	\$193,400
Senators and House Representatives	\$174,000

OHA SALARY COMMISSION
SALARY COMPARISON: OHA TRUSTEES, STATE LEGISLATORS, AND COUNTY COUNCILS

Year	OHA Chair	OHA Trustee	Change	House Speaker and Senate President (5 mos)	Change	12 mos Equiv	Representatives and Senators (5 mos)	Change	12 mos Equiv.	City and County of Honolulu Council Chair	Change
2012	\$63,204	\$55,440		\$53,398		\$128,154	\$46,273		\$111,054	\$58,596	
2013	\$63,204	\$55,440	0%	*\$63,396	19%	*\$152,150	*\$55,896	21%	\$134,150	\$58,596	0%
2014	\$64,164	\$56,280	2%	\$66,504	5%	\$156,845	\$57,852	3%	\$138,845	\$63,288	8%
2015	\$64,164	\$56,280	0%	\$67,680	2%	\$159,610	\$59,004	2%	\$141,610	\$64,872	3%
2016	\$66,768	\$58,560	4%	\$68,880	2%	\$162,432	\$60,180	2%	\$144,432	\$68,112	5%
2017	\$66,768	\$58,560	0%	\$70,104	2%	\$165,312	\$61,380	2%	\$147,312	\$71,520	5%
2018	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	2%	\$150,250	\$74,376	4%
2019	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	0%	\$150,250	\$76,968	3%
2020	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	0%	\$150,250	\$76,968	0%
2021	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	0%	\$150,250	\$76,968	0%
2022	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	0%	\$150,250	\$76,968	0%
2023	\$66,768	\$58,560	0%	\$81,024	16%	\$194,458	\$72,348	16%	\$173,635	\$123,292	60%
2024	\$66,768	\$58,560	0%	\$83,052	2.5%	\$199,325	\$74,160	3%	\$177,984	\$127,368	3%

State Legislator salary increases begin January 1st unless otherwise noted

OHA Board of Trustees and County Council salary increases begin on July 1st unless otherwise noted

* Salary Increase starts on July 1, 2013

OHA SALARY COMMISSION
SALARY COMPARISON: OHA TRUSTEES, STATE LEGISLATORS, AND COUNTY COUNCILS

Year	City and County of Honolulu Council Member	Change	Hawai'i County Council Chair	Hawai'i County Council Member	Change	Kaua'i County Council Chair	Kaua'i County Council Member	Change	Maui County Council Chair	Maui County Council Member	Change
2012	\$52,446										
2013	\$52,446	0%									
2014	\$56,640	8%									
2015	\$58,056	3%									
2016	\$60,960	5%									
2017	\$64,008	5%									
2018	\$66,596	4%	\$77,016	\$70,008		\$72,809	\$64,716		\$82,225	\$76,475	
2019	\$68,904	3%	\$77,016	\$70,008	0%				\$82,225	\$76,475	
2020	\$68,904	0%	\$77,016	\$70,008	0%				\$82,225	\$76,475	
2021	\$68,904	0%	\$77,016	\$70,008	0%				\$82,225	\$76,475	
2022	\$68,904	0%	\$77,016	\$70,008	0%	\$76,452	\$67,956	5%	\$82,225	\$76,475	
2023	\$113,304	64%	\$77,016	\$70,008	0%						
2024	\$117,360	4%	\$99,024	\$99,024	41%	\$88,512	\$78,672	16%	\$86,336	\$80,229	5%

OFFICE OF HAWAIIAN AFFAIRS SALARY COMMISSION
ADOPTED GUIDING PRINCIPLES AND CONSIDERATIONS

Guiding Principles and Considerations adopted by the 2008 OHA Salary Commission

- A. The salary of OHA Trustees needs to be fair and equitable.
- B. The recommendations of the Commission are for the position of OHA Trustee and not reflective of the OHA Trustee currently in office.
- C. The recommendations of the Commission are solely for the salary of the OHA Trustees as expressed in statute.
- D. The compensation needs to adequately reflect the fiduciary responsibility maintained by the OHA Trustees.
- E. Compensation needs to be sufficient to attract (or at least, not discourage) candidates from seeking the elected office of the OHA Trustee.
- F. Annual cost-of-living increases should be considered.

Guiding Principles and Considerations adopted by the 2012 OHA Salary Commission

The 2012 OHA Salary Commission adopted A-F above with a revision to F below:

- A. The salary of OHA Trustees needs to be fair and equitable.
- B. The recommendations of the Commission are for the position of OHA Trustee and not reflective of the OHA Trustee currently in office.
- C. The recommendations of the Commission are solely for the salary of the OHA Trustees as expressed in statute.
- D. The compensation needs to adequately reflect the fiduciary responsibility maintained by the OHA Trustees.
- E. Compensation needs to be sufficient to attract (or at least, not discourage) candidates from seeking the elected office of the OHA Trustee.
- F. Annual cost-of-living increases should be considered as a possibility.

Guiding Principles and Considerations adopted by the 2016 OHA Salary Commission

The 2016 OHA Salary Commission adopted A-D and F above with revisions and deleted E:

- A. The salary of OHA Trustees [~~needs to~~] should be fair and equitable.
- B. The recommendations of the Commission are for the position of OHA Trustee and not reflective of the OHA Trustee currently in office.
- C. The recommendations of the Commission are solely for the salary of the OHA Trustees as expressed in statute.
- D. The compensation [~~needs to~~] should adequately reflect the fiduciary responsibility maintained by the OHA Trustees.
- E. [~~Compensation needs to be sufficient to attract (or at least, not discourage) candidates from seeking the elected office of the OHA Trustee.~~]
- F. Annual cost-of-living increases should be considered.