

HEC Professional, Administrative, & Management Salary Survey
 Data as of May 1, 2024

Title	# CO	Average Min	Average Max
Top Legal Executive - Directs the legal affairs of the organization	10	185,076	301,896
Senior Counsel - Handles more complex legal matters - 8+ yrs of significant exp	11	126,764	222,537
Counsel - Handles a variety of moderately complex projects - 4-8 yrs exp	12	94,380	166,904

HEC Employee Benefit Plans in Hawaii Survey
 Survey Date - June 1, 2024

Benefits/Payroll	% of Payroll
HEC Cost Ratio Average	37.40%
State B&F Fringe Ratio	64.25%