

**Objective:**

Comply with Article XVI, Section 3.5 of the Constitution of the State of Hawaii. One of the objectives of this Commission on Salaries, if necessary, is to determine an appropriate base salary for those positions required by the State Constitution in the Legislative, Executive, and Judicial branches of state government using the criteria established by this commission. Further, to determine appropriate increases over the six (6) year period covered by this commission. Also, to consider the appropriateness of the differences in salaries between each position level in each branch of state government.

**Scope of Work/Responsibilities:****Legislative Branch:**

- Develops and enacts laws statewide impacting all state residents, non-state residents, and visitors.
- Determines and provides for the appropriate allocation and amount of money for public services and infrastructure.
- Responsible for reviewing and approving the executive branch's twenty billion dollar (\$20 billion) statewide operating budget.
- Seventy-six (76) representatives (51) and senators (25) and four (4) agencies: The Office of the Ombudsman, Office of the Auditor, State Ethics Commission, and the Legislative Reference Bureau.
- More than four hundred (400) positions.
- Operating budget of about forty-nine (\$49 million) million dollars.

**Executive Branch:**

- Execute operations for the benefit of state residents, non-state residents, and visitors.
- Determines and allocates resources for the delivery of public services.
- Complies with federal, state, and county laws in the delivery of public services.
- Nineteen (19) departments.
- More than fifty-one thousand (51,000) positions.
- Operating budget of about twenty billion dollars (\$20,000,000,000).
- Capital Improvement Projects (CIP) of about three billion, four hundred million dollars (\$3,400,000,000).

**Judicial Branch:**

- Interpret federal, state, and county laws for cases filed with the courts.
- Determines outcome of cases.
- Determines punishment under laws for violators.
- Ninety-five (95) courts.
- More than two thousand (2,000) positions.
- Operating and CIP budget of about two hundred and twenty-eight million dollars (\$228,000,000).

**Observations:**

- From 2006 to 2025, the recommended salaries increased by the following percentages and amounts:

<b>Position</b>	<b>FY 2025 Recommended Salary</b>	<b>% Difference in FY2025 Salaries</b>	<b>\$ Difference in FY2025 Salaries</b>	<b>% Recommended Increase in Salaries: 2006 - 2025</b>	<b>\$ Recommended Increase in Salaries: 2006 - 2025</b>
Governor	\$189,480	.57%	\$1,080	53.55%	\$71,132
Lieutenant Governor	\$188,400	0%	\$0	66.53%	\$80,660
Director Tier 1	\$188,400	5%	\$8,964	54.67%	\$71,418
Director Tier 2	\$179,436	3.5%	\$6,120	54.67%	\$68,028
Deputy Director Tier 1	\$173,316*	5%	\$8,268	54.66%	\$65,697
Deputy Director Tier 2	\$165,048*			54.65%	\$62,551
* - Upper end of range					
Chief Justice – Supreme Court	\$248,124	3.5%	\$8,436	62.20%	\$101,220
Associate Chief Justice – Supreme Court	\$239,688	3.6%	\$8,412	62.34%	\$97,959
Chief Judge – Intermediate Court	\$231,276	3.8%	\$8,472	62.53%	\$94,722
Associate Judge – Intermediate Court	\$222,804	2.6%	\$5,700	62.68%	\$91,425
Circuit Court Judge	\$217,104	5.8%	\$11,808	62.83%	\$89,244
District Court Judge	\$205,296			63.12%	\$84,681
Speaker/Senate President	\$83,052	12%	\$8,872	73.47%	\$36,600
Representatives /Senators	\$74,160			80.83%	\$33,952

- There needs to be increased separation between various levels of certain positions.
- Certain position salaries are not aligned with their scope of work and responsibilities.
- Consideration of another level for committee chairs in the Legislative Branch.

**Criteria Used in Recommending Salary Changes:**

- Scope and complexity of duties and responsibilities of elected and appointed officials, legislature, and judges/justices under the Commission on Salaries including workload past trends and projections.
- Consumer Price Index for All Urban Consumers (CPI-U) and cost of living - Hawaii rates and projections
- Recruitment trends – past and projected
- Salaries of comparable positions nationwide, and the City and County of Honolulu and other counties in Hawaii; comparable private sector salary trends and projections
- State budget projections, including revenue projections, and actual and possible policy decisions locally and nationally.
- Past and present trends in salaries that were recommended and determined by the State Constitution, Legislature, and commissions.

**Proposed Recommendations:**

- Separation of salaries between levels needs to be better aligned with the positions' scope of work and responsibilities.
- Governor salary needs to be better aligned with the position's scope of work, responsibilities, and other government officials.
- Legislators' salaries are not aligned with the positions' scope of work, responsibilities, and employment status.
- Consideration should be given for recruitment purposes.
- Salaries after base salary adjustments should be minimally based on projected consumer price index (CPI) for urban Hawaii.
- Consideration of a tier level in the Legislative Branch for Committee Chairs.