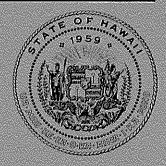
# Review of the FIFTH YEAR July 1, 1981 to June 30, 1982



Hawaii Community Development Authority

## AUTHORITY MEMBERS for the Fiscal Year 1981-82

Chairman **KENNETH F. BROWN** Architect & Businessman

Vice-Chairman HELEN K. GRIFFIN Member of the League of Women Voters

Secretary MICHAEL J. COY Vice President, Honolulu Club

DON J. DALEY Senior Vice President & Manager, Real Estate Division, First Hawaiian Bank

JENSEN S.L. HEE Director, State Department of Budget & Finance

THOMAS ITAGAKI President, International Savings & Loan Association

HIDETO KONO Director, State Department of Planning & Economic Development SHOJI KATO Designee

> HIDEO MURAKAMI State Comptroller, Department of Accounting & General Services

> > GEORGE NITTA President, Nitta's Auto Repair

MITSUO SHIMIZU President, Shimizu Associates

FRANKLIN Y. K. SUNN Director, State Department of Social Services & Housing



EXECUTIVE CHAMBERS

HONOLULU

GEORGE R. ARIYOSHI GOVERNOR

#### A Message From Governor George R. Ariyoshi

This report summarizes the activities and accomplishments of the Hawaii Community Development Authority in Fiscal Year 1981-82.

During the year, the final plan for the Kaka'ako District was completed and adopted. In addition, the state Legislature expanded the Kaka'ako District boundary to include the land makai of Ala Moana Boulevard and appropriated over \$5 million for the first phase of the design of streets and utility systems.

Through these achievements, an improved Kaka'ako community which will accommodate and provide for the social and economic needs of our residents was brought closer to fruition. With your continued support, a new, revitalized Kaka'ako will soon be a reality.

George R. Ariyoshi



George R. Ariyoshi Governor

Kenneth F. Brown Chairman

Raymond H. Suefuji Executive Director

## State of Hawaii Hawaii Community Development Authority

680 Ala Moana Boulevard, Suite 318 Honolulu, Hawaii 96813 (808) 548-7180

ALOHA:

The Hawaii Community Development Authority's fifth year of operation proved to be a busy, exciting and challenging period. With this report, we are pleased to present a review of the 1981-82 Fiscal Year to the distinguished members of the 12th State Legislature and the citizens of Hawaii.

Certainly the most publicized activity of the fifth year was the completion of the final plan for the Kaka'ako Community Development District and its adoption into law by Governor George R. Ariyoshi. The plan's completion was the culmination of over four years of intense research and planning activities and interaction other with governmental agencies and the private sector. Needless to say, the Authority is deeply Kaka'ako's indebted landowners, residents, to businessmen and other community groups, and agencies of the State, City and Federal governments, all of whom have made important contributions toward the formulation of the Kaka'ako Plan.

The agency's job, however, is far from complete. In order to bring about the 1976 State Legislature's goal for Kaka'ako---an innovative and attractive urban community in which people will want to live, work and play---the Authority will continue to ask for the ongoing cooperation of the public and private elements as we implement and enforce the components of the Kaka'ako Plan. From the time that the plan was adopted in February, 1982, the Authority's role as a planning agency has been broadened to entail implementation and enforcement activities. Already a number of proposed developments for the District have been reviewed and considered by the agency, and we look forward to witnessing the birth of other projects which, together, will shape a new, revitalized Kaka'ako.

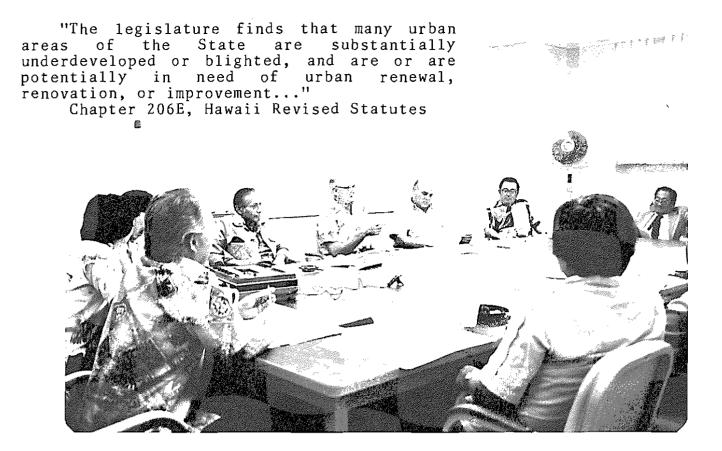
This report summarizes the many activities and accomplishments of the Hawaii Community Development Authority during the past fiscal year. It has been a challenging year for the Authority and we envision exciting results in the years ahead.

Helen Kenneth J. Brown Thom 1 ALA

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# THE HAWAII COMMUNITY DEVELOPMENT AUTHORITY



### Agency Genesis

Finding the need for an agency which could bring about timely revitalization of run-down and underused areas of the State, the Legislature created the Hawaii Community Development Authority (HCDA) in 1976. Legislators recognized that the State is faced with urban blight in certain areas which have not redeveloped on a timely basis because existing laws and mechanisms have proven to be either incapable or inadequate to cope with these urban problems. The intent was to form an innovative urban planning and redevelopment body to supplement the traditional methods of community renewal; an agency which could "join the strengths of private enterprise, public development and regulation into a new form capable of long range planning and implementation of improved community development."

The Authority has been directed to develop and carry out development programs for areas designated as "Community Development Districts" by the Legislature. Furthermore, the agency is required to establish a development plan for such districts, plans which include development guidance policies, district-wide improvement programs and rules governing building, planning, health and safety, zoning and land use.

## Agency Members and Staff

The Hawaii Community Development Authority, a public corporate entity, is attached to the Department of Planning and Economic Development for administrative purposes. Its office is located at 680 Ala Moana Boulevard, Suite 318, and its telephone number is 548-7180.

Eleven voting members from the private and public sectors comprise the Authority (see inside front cover for names of members), which establishes the agency's policies and grants certain development and variance permits. The four State government members designated by law are the State Comptroller and the directors of the State Departments of Planning and Economic Development, Budget and Finance, and Social Services and Housing. These members, or their designees, serve as ex-officio voting members.

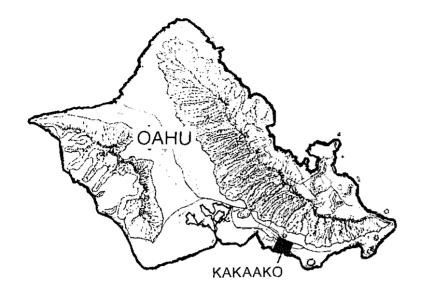
The other members representing the general public are appointed by the Governor and confirmed by the State Senate. Of these seven, three are chosen from nominations by the council of the county in which a Community Development District is located.

HCDA's Executive Director is appointed by the Authority and serves as the chief executive officer. The HCDA staff---appointed by the Authority through the executive director---is comprised of trained and experienced personnel from many professions including engineering, planning, architecture, environmental science, economics, sociology, journalism, communications, management and business administration.

### **The First Four Years**

Kaka'ako was designated by the Legislature as the Authority's first Community Development District in 1976. Today, a common sight in the District is unimproved, crowded roadways without adequate parking facilities. Drainage systems not up to current City & County standards often result in flooded streets on rainy days. Kaka'ako is currently relatively underdeveloped and has the potential to become blighted and deteriorated if not redeveloped.





Despite its underutilized character, Kaka'ako has significant relevance for the State. Its location is prime, strategically surrounded by the downtown Honolulu area, the densely populated Makiki area, the Ala Moana Shopping Center and the waterfront. In 1979, about 18,500 people were working in the District, accounting for a six percent share of the total civilian employment on Oahu. The 1,500 or so Kaka'ako businesses generated close to \$1.4 billion in gross sales in 1979.

The Legislature saw in Kaka'ako the potential for increased growth to help alleviate community needs for housing, recreational areas and open space, and commercial and industrial facilities and services.

The Authority's first fiscal year (1977-78) involved organization of the agency and the development of a planning program for the Kaka'ako Community Development District (KCDD)---a 450acre area bounded by Piikoi Street, Ala Moana Boulevard, Punchbowl Street and King Street.

The Authority formulated an intensive, multi-year planning program which began in July 1978. Development guidance policies established by the legislature guided the Authority's planning and development activities. Some of these policies, for example, mandated horizontal and vertical mixing of residential, commercial and industrial land uses; increasing the supply of housing; locating human activities to maximize the use of public transportation; and preserving historic and culturally signficant sites and structures. During the second fiscal year (1978-79), a detailed study of Kaka'ako's physical, social and economic situation was conducted. This inventory included studies on Kaka'ako's soils and geology, land and buildings, open spaces, utilities, transportation and human activities. Each of these resources was then analyzed to gauge its capacity to support future development. What these analyses confirmed was that if furture development of the District is to occur, basic infrastructure improvements have to be made, with or without the HCDA.

The formulation of twelve development alternatives for Kaka'ako was initiated in the 1979-80 fiscal year. To accomplish this arduous task, the Authority formed two teams of consultants which developed design and other solutions to be applied to the future development of Kaka'ako. These solutions were tested to check their physical, social and economic feasibility. Besides planning activities, the agency also completed various studies and began its Participation-Information-Education (PIE) program to encourage and facilitate communication between the community and HCDA. Public information meetings were also held to strengthen this interaction and aid in the planning process.

The fourth fiscal year (1980-81) saw more intensive planning activities in the formulation of the twelve alternative plans for Kaka'ako. The Authority felt that the formulation of twelve different plans would allow the testing of a broad range of different development possibilities for Kaka'ako. One team of consultants created and tested six plans based upon existing and proposed plans, policies and ordinances of the City and County of Honolulu. The other team prepared its six plans based upon the mandates of the State Legislature as to how Kaka'ako should be developed in the future.

The Authority's PIE program also delved into wider interaction with the Kaka'ako community during the fourth fiscal year, to encourage public participation in the planning process and solicit public input. Informal meetings were held between the Authority and some of Kaka'ako's landowners, developers, business persons, concerned parties and organizations, and the Authority's newsletter, MALAMA KAKA'AKO, was further refined into a multi-faceted information medium. During the second fiscal year (1978-79), a detailed study of Kaka'ako's physical, social and economic situation was conducted. This inventory included studies on Kaka'ako's soils and geology, land and buildings, open spaces, utilities, transportation and human activities. Each of these resources was then analyzed to gauge its capacity to support future development. What these analyses confirmed was that if furture development of the District is to occur, basic infrastructure improvements have to be made, with or without the HCDA.

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# THE YEAR'S ACTIVITIES AND ACCOMPLISHMENTS



# From Twelve Variations to the Final Plan

The completion of a final plan for the Kaka'ako District and its subsequent approval by Governor George R. Ariyoshi was the climactic point of the Authority's fifth fiscal year. The 1981-1982 period also marked the onset of the agency's plan implementation activities, and the Legislature showed its continuing support by appropriating funds for the Authority to proceed with the design of roadway and other infrastructure improvements in accordance with the Kaka'ako Plan.

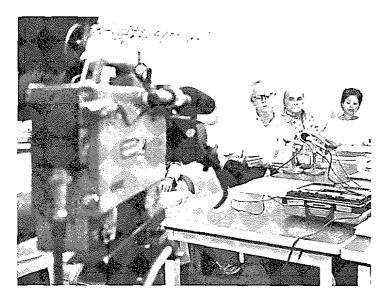
# **Twelve Development Possibilities**

At the start of its fifth year, the Authority staff and its consortia of consultants completed the twelve different development plans for Kaka'ako. These plans were presented to the public at informational meetings held in August, 1981. Each variation portrayed a complete plan for the entire District, each assuming certain development objectives and specifying what it would take, cost- and action-wise, to carry each out.

Prior to the meetings, the agency made available to the public several publications which explained the elements and anticipated end results of each plan. The intent was to acquaint the public as to the possible futures of Kaka'ako, so that it would be able to help the Authority in formulating one final plan.

## **Public Input Solicitation**

The August public meetings were by no means the only opportunity the public had to comment on the variations. During the months of August and September, the HCDA staff extended weekday working hours until 7 p.m. to be available to answer questions on Kaka'ako redevelopment. Detailed questionnaires were sent out to those on the Authority's mailing list, and HCDA staff personally contacted over 500 Kaka'ako landowners, lessees and businesses to learn more about their feelings on the District's redevelopment.





#### The Synthesis Process

Following the August public meetings, the consortia began its work to reduce the 12 plan variations down to four. Taking into account input from the public, each consortium selected two of its most feasible plans. Each team developed its own set of criteria to select the plans which would have the best potential of fulfilling the development guidelines' goals set by the Legislature. These four plans were then synthesized to two plans, one from each team. The Authority then took the best and most feasible elements of each plan and formulated the final draft. The draft final plan for the Kaka'ako Community Development District was released to the public on November 4, 1982. Again, informational meetings were held in mid-November and were well attended by the public. Besides answering any questions on the draft plan, the Authority presented audiovisual shows which explained the components of the final draft plan and how it was formulated.

Public hearings on the draft plan, as required by law, were held in early December, 1981. About 250 persons attended and testifiers generally recognized the need for expedient redevelopment in Kaka'ako. The draft was further refined and revised, again taking public comments and surveys into account. The Authority formally adopted the Kaka'ako Plan and Rules on December 17, 1981 and submitted to Governor George R. Ariyoshi.

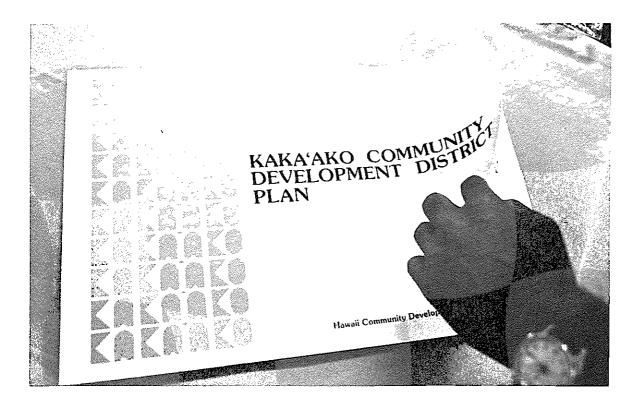
#### **Executive and Legislative Support**

Governor George R. Ariyoshi approved and signed into law the Kaka'ako Community Development District Plan and Rules on February 17, 1982. The Governor called the plan "a comprehensive yet flexible document which will permit, and encourage, timely redevelopment of the area."

The Authority also presented to State legislators an "Action Plan" to implement the provisions of the Kaka'ako Plan. A central part of the implementing activities of the Authority will be the upgrading of infrastructure systems in areas where landowners have a desire to redevelop. (One of the major reasons Kaka'ako has not been redeveloped lies in its inadequate roads and utility systems, which cannot accommodate intensified development.)

The Action Plan presents a six-year Capital Improvements Program dealing with improvements to the Ewa end of the District, where major private development plans are under way. The Authority's projects in this area include roadway, sewerage, drainage, water, electrical, telephone and street lighting improvements that will be phased to occur concurrently to minimize disruption in the District.

Before the close of the 1982 legislative session, State legislators showed its solid commitment to improving Kaka'ako by appropriating \$5.55 million for the design of streets and utilities improvements, opening up the possibility that such construction could begin in 1983. State lawmakers passed a bill which expanded the Kaka'ako boundary by 133 acres to include portions of the area makai of Ala Moana Boulevard. The bill also establishes a Reserved Housing Loan Program to assist purchasers of moderate income housing units which are expected to be built in the Kaka'ako District.



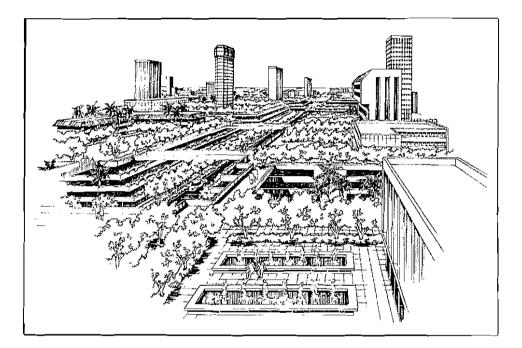
## The Kaka'ako Plan

The Kaka'ako Plan, which took effect on February 27, 1982, brings together the abilities of the private and public sectors to create a liveable and attractive urban community that will benefit not only those with interest in Kaka'ako, but the State of Hawaii and its residents.

The Plan consists of three major parts, 1) plan policies and provisions, which address all of the essential aspects of the community which affect or would be affected by redevelopment; 2) a district-wide improvement program, which deals with the construction of necessary public facilities such as roads, utility systems and parking garages; and 3) community development rules, which will govern the plan implementation activities of all future private and public sector development in Kaka'ako.

At full development, the plan provides for about four times the floor space currently found in the District without creating the "wall of concrete" visual impression found in other parts of Honolulu. When the goals of the Plan are realized, Kaka'ako will have an innovative urban design with a compatible mix of residential, commercial and light industrial complexes spread out vertically and horizontally over the District. The narrow, bumpy streets, now often clogged by parked vehicles, will be replaced by an entire street system with a smooth traffic flow. One of the most unusual elements of Kaka'ako in the future will be the 45-foot high platforms or decks proposed for much of the new construction. These decks will be connected to each other by pedestrianways, and will become a new "ground level" setting for recreational facilities, shops and restaurants, and, when large land parcels are assembled, high-rise residential buildings.

The Kaka'ako Plan provides guidance to both the public and private sectors for the revitalization of the District over the next 25 to 30 years.

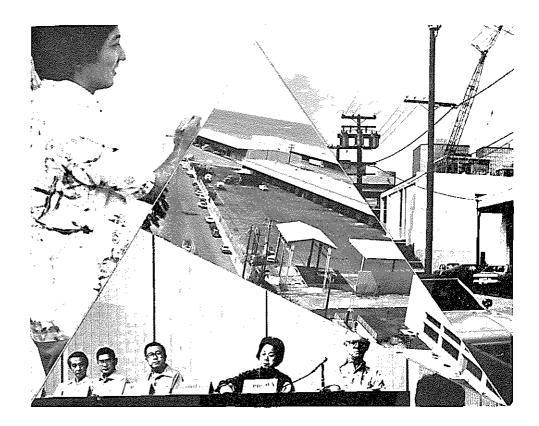


### A Changed Role

With the adoption of the Kaka'ako Plan, the Authority's role as a planning agency has changed somewhat to entail implementation and enforcement of the Plan. Since February 27, 1982, a primary task for the agency has been to ensure that any development or major improvements occurring in the District meets the provisions of the Plan. These actions have ranged from reviewing sign permit applications to those for major development projects.

Since conformance to the Plan is necessary before a building permit can be obtained from the City, HCDA staff members have been working closely with the City and County of Honolulu's Departments of Land Utilization and Building, as well as with anyone interested in development in Kaka'ako. The agency has consulted with developers during the conceptual stages of a project to identify possible inconsistencies and problems, and to suggest alternative approaches, thereby avoiding the waste of time and money.

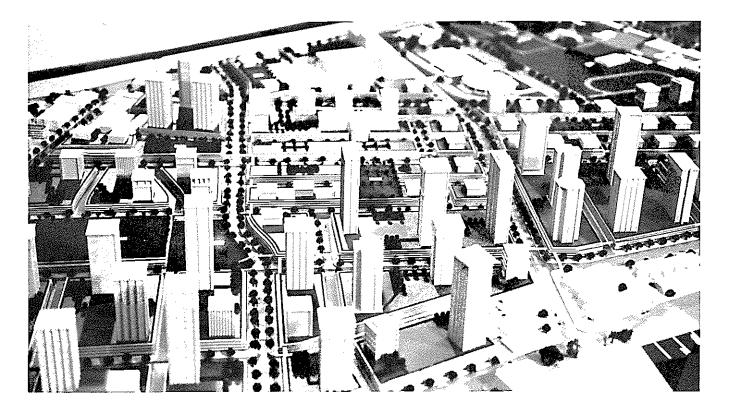
# THE NEXT YEAR'S ACTIVITIES



During the sixth fiscal year, 1982-83, the Authority will continue to enforce and implement the provisions of the Kaka'ako Plan. Responding to changing economic and social conditions and the incremental development of Kaka'ako, the Authority will conduct long-range planning activities for the District. These activities will center on monitoring public and private development projects, making periodic reviews of the Kaka'ako Plan and changing it when necessary, and administering all other activities such as the infrastructure and community facilities improvement programs.

The Authority will formulate a district-wide improvement program to upgrade road and utility systems to meet projected needs and standards and to provide a stimulus for development. Improvement districts will be created for areas where infrastructure improvements are needed, and property owners will be assessed for their fair share of the costs of the improvements.

Due to the expansion of the District's boundary, the agency will also be involved in planning activities for about 133 acres makai of Ala Moana Boulevard. These activities will generally entail the planning approach employed for the 450 acres now regulated by the Kaka'ako Plan. HCDA will develop three alternative plans for the makai area and determine and evaluate the economic, social and legal costs and benefits of each plan. State, City and Federal agencies, along with the general public, will review the proposed plans and their input will assist the Authority in developing a final draft plan. This draft will then be reviewed and discussed at a public informational meeting



and public hearing, before being finalized and adopted by the Authority. An Action Plan describing the activities the agency must undertake to implement the makai area plan, will also be formulated.

Relocation of businesses and residents necessitated by government projects in Kaka'ako is expected to be temporary, with displacees returning to the District as redevelopment is completed. To minimize disruption and economic loss, the Authority will develop a comprehensive relocation program. This program will include a relocation assistance service, relocation sites, and an equitable system of payments to displaced persons and businesses.

An Environmental Impact Statement (EIS) for implementation of the Kaka'ako Plan will be completed during HCDA's sixth fiscal year. This document, being prepared jointly by the Authority and the U.S. Department of Housing and Urban Development (HUD), will consider the impacts of all possible improvements under the Kaka'ako Plan's 30-year period as a single district-wide action, rather than on a project-specific basis.

# THE AUTHORITY'S FINANCIAL PROGRAM



During Fiscal Year 1981-82, the Authority expended a total of \$1,252,882. Approximately 83 percent of this amount was paid from project CIP funds, with the 17 percent balance being paid from operating funds. Expenditure details are shown in the "Statement of Expenditures", Table 1, and are compared with Fiscal Year 1980-1981 expenditures. The greatly increased amount of expenditures during Fiscal Year 1981-82, as compared to Fiscal Year 1980-81, is due primarily to the fact that approximately half of the Phase III consultant fees for work contracted in late 1979 was paid out in Fiscal Year 1981-82 with the completion of the Phase III consultant work.

The "Statement of Appropriations, Expenditures, Encumberances, and Unexpended Balances", Table 2, shows the details of transactions among the funds available to the Authority during Fiscal Year 1981-82. The operations of the Authority have been supported by both operating budget funds and project (CIP) funds. To date, the Authority has managed to keep expenditures below funding appropriations, as reflected in Table 3, the "Statement of Appropriations and Expenditures", which covers the period from the time the Authority began operations up to June 30, 1982.

As a matter of administrative policy, the Authority has continually sought to minimize expenditures. Therefore, although the Authority established a planning phase budget of \$5.9 million in 1978, expenditures have been minimixed by (a) careful negotiation of fees for consultant services, (b) performing work in-house rather than utilizing consultant services, and (c) keeping the staffing to a minimum. The significance of this policy and its implementation is readily apparent in the "Planning Budget & Expenditure Variance Report", Table 4, which compares the 1978 planning phase budget with the actual expenditures for the planning phase of the Kaka'ako Community Development District project. Table 4 shows a savings of approximately \$1.2 million or 21 percent less than the original estimated cost of preparing a community development plan for Kaka'ako.

#### Table 1 Hawaii Community Development Authority STATEMENT OF EXPENDITURES For the Fiscal Years Ending June 30, 1982 and June 30, 1981

		FY 1980-1981		
	OPERATING FUNDS	PROJECT FUNDS	TOTAL	
PERSONAL SERVICES				
Payroll Fringe Benefits	\$ 177,160.76 	\$ 184,920.90 34,586.99	\$ 362,081.66 34,586.99	\$ 362,650.14 37,714.46
Total Personal Services	<u>\$ 177,160.76</u>	\$ 219,507.89	\$ 396,668.65	\$ 400,364.60
OTHER CURRENT EXPENSES				
Contractual Fees Legal Services Office Supplies Other Supplies Library Books/Publications Dues/Subscriptions Postage Telephone Printing Legal Notices/Advertising Auto Mileage Travel Office Rental Equipment Rental Equipment Rental Repairs and Maintenance Conferences and Seminars Blueprinting Photography/Art Production Miscellaneous	 3,112.13  59.80 681.81  7,324.29  54.54 27.50 19,141.87 3,559.95 2,397.36 93.60 280.00 160.52 243.68 1,177.13	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	<pre>\$ 680,559.11 33,600.00 5,807.65 83.61 207.23 208.10 7,001.85  48,832.56 426.29 467.29 709.90 44,631.87 12,813.36 3,556.42 273.52 350.00 1,838.29 12,968.60 1,409.93</pre>	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$
Total Other Current Expenses	\$ 38,314.18	<u>\$ 817,431.40</u>	\$ 855,745.58	\$ 217,652.54
EQUIPMENT				
Furniture and Equipment	<u>\$</u>	\$ 467.60	467.60	1,503.75
TOTAL EXPENDITURES	\$ 215,474.94	\$1,037,406.89	\$1,252,881.83	\$ 619,520.89

#### Table 2 Hawaii Community Development Authority STATEMENT OF APPROPRIATIONS, EXPENDITURES, ENCUMBRANCES, AND UNEXPENDED BALANCES For the Year Ended June 30, 1982

				Unexpended Balances				
	Prior Year Available Funds 7/1/81	Appropriations	Expenditures	Encumbrances	Allotments	Unallotted Appropriations	Revolving Fund	Lapsed
OPERATING FUNDS								
Act 300, SLH 1980 Operating Act 1, SpSLH 1981	\$ 754.42	\$	\$ 754.42	\$	\$	\$	\$	\$
Operating		223,148.00	215,474.94	78.10				7,594.96
PROJECT FUNDS								
Act 243, SLH 1978 Kakaako Community Development District	1,860.00			1,860.00				
Act 214, SLH 1979 Kakaako Community Development District	1,046,319.51		933,056.56	36,706.90				76,556.05
Act 300, SLH 1980 Kakaako Community Development District	716,349.29		104,350.33	87,467.50				524,531.46
REVOLVING FUND	183,232.19			<b>-</b> -			183,232.19	
Totals	\$1,948,515.41	\$ 223,148.00	\$1,253,636.25	\$ 126,112.50	\$	<u>\$</u>	<b>\$ 183,232.19</b>	\$ 608,682.47

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Table 3 Hawaii Community Development Authority STATEMENT OF APPROPRIATIONS AND EXPENDITURES For the Period June 1, 1976* to June 30, 1982									
	FY 1976-78*	<u>FY 1978-79</u>	FY 1979-80	FY 1980-81	<u>FY 1981-82</u>	Totals			
APPROPRIATIONS									
OPERATING FUNDS	\$ 200,000	\$ 190,626	\$ 207,445	\$ 212,516	\$ 223,148	\$1,033,735			
PROJECT FUNDS									
Act 243, SLH 1978		1,883,000				1,883,000			
-		1,005,000	1 9/2 000						
Act 214, SLH 1979			1,862,000			1,862,000			
Act 300, SLH 1980				800,000		800,000			
Total Appropriations	\$ 200,000	<u>\$2,073,626</u>	\$2,069,445	<u>\$1,012,516</u>	<u>\$ 223,148</u>	\$5,578,735			
EXPENDITURES									
Personal Services	\$ 88,896	\$ 203,264	\$ 354,110	\$ 400,365	\$ 396,669	\$1,443,304			
Consultative Services		770,108	1,190,816	135,835	714,159	2,810,918			
Other Current Expenses	20,044	59,578	83,915	81,817	141,587	386,941			
Furniture & Equipment	7,267	8,535	7,402	1,504	467	25,175			
Total Expenditures	<u>\$ 116,207</u>	<u>\$1,041,485</u>	<u>\$1,636,243</u>	<u>\$ 619,521</u>	\$1,252,882	\$4,666,338			

\*The agency's operations began in June, 1977.

#### Table 4

#### Hawaii Community Development Authority PLANNING BUDGET AND EXPENDITURE VARIANCE REPORT Kaka'ako Community Development District Planning Phase For the Period June 1, 1976 - June 30, 1982

EXPENDITURES	1978 PLANNING <u>BUDGET</u>	PLANNING EXPENDITURES	<u>VARIANCE</u>		
Personal Services	\$ 1,726,800	\$ 1,443,304	\$ 283,496		
Consultant Services	3,600,000	2,810,918	789,082		
Other Current Expenses	560,000	386,941	173,059		
Furniture & Equipment	22,730	25,175	(2,445)		
Totals	\$ 5,909,530	\$ 4,666,338	<u>\$ 1,243,192</u>		

#### APPENDIX A

#### CONSULTANT CONTRACTS FOR IMPLEMENTATION PHASE

#### 1. Environmental Impact Statement

VTN Pacific, Inc. has been retained (Contract # 13259) to prepare an Environmental Impact Statement (EIS) on the Kaka'ako Community Development District for a fixed fee of \$105,000. The Draft EIS, distributed for public review and comment in August 1982, will be finalized in early 1983.

#### 2. Legal Services

Wendall Kimura, Esq., has been retained (Contract # 13071) to draft the implementing regulations and other legal documents relating to the Kaka'ako Plan, and to provide other legal services for the Hawaii Community Development Authority on matters pertaining to rules implementation. Payment for services performed is based on an hourly charge at a rate of \$100 per hour.

