

FOR ACTION

I. REQUEST

Adopt the Recommendations of the Report of the Permitted Interaction Group Established at the March 5, 2025 At-Large Board Meeting, for the Purpose of:

- i. Conducting the Executive Director's Annual Performance Review, and
- ii. Establishing the Executive Director's new 1-, 3-, and 5-year goals and accordingly amend the Agency's Strategic Plan adopted by the Authority at its June 5, 2024 General Authority Meeting.

II. BACKGROUND

On March 5, 2025, the Authority established the Permitted Interaction Group ("PIG") for the purpose of:

- i. Conducting the Executive Director's Annual Performance Review, and
- ii. Establishing the Executive Director's new 1-, 3-, and 5-year goals and accordingly amend the Agency's Strategic Plan adopted by the Authority at the June 5, 2024 General Authority Meeting.

The Permitted Interaction Group is comprised of Chairperson Higa, and Members Gordner, Leong, Sakoda, and Yamasaki.

The PIG met on April 9, 2025 to review the Executive Director's performance for the Review Period based on the goals set forth in the June 5, 2024 Strategic Plan.

The PIG presented its findings and recommendations to the Authority on May 7, 2025.

III. DISCUSSION

Strategic Plan

The Goals, Priorities, and Strategies shared at the May 7, 2025 meeting were incorporated into the Strategic Plan along with other comments received at the May 7th meeting. The revised strategic plan is, accordingly, presented for review and adoption by the Authority, attached hereto as Exhibit "A".

Recommendation of the PIG Regarding the Executive Director's Annual Performance Review and Compensation Adjustment


The performance review of the Executive Director was conducted during the May 7, 2025 At-Large board meeting. The PIG recommended: (i) an outstanding and exceptional performance for the Review Period, and (ii) a compensation adjustment increase of 15%. The 15% increase is in alignment with the Commission on Salaries Report and Recommendations to the 2025 Legislature, dated March 13, 2025, attached hereto as Exhibit "B". The review period is from June 2024 to May 2025 ("Review Period").

IV. RECOMMENDATION

It is recommended that the Authority adopt the recommendations (as stated above) of the permitted interaction group established at the March 5, 2025, At-Large board meeting, pursuant to Section 92-2.5(b), Hawaii Revised Statutes, for the purpose of:

June 4, 2025

- i. Conducting the Executive Director's annual performance review, and
- ii. Establishing the executive director's new 1- 3-, and 5-year goals and accordingly amend the Agency's Strategic Plan adopted by the Authority at its June 5, 2024, General Authority meeting, as revised in the HCDA Strategic Plan dated June 4, 2025.

Prepared By: Garet Sasaki, Chief Financial Officer: 

Reviewed By: Craig K. Nakamoto, Executive Director: Craig K. Nakamoto

Approved By:

Chairperson Sterling Higa 

Member Trey Gordner Gerald Gordner

Member Jo-Ann Leong Jo-Ann Leong

Member Kevin Sakoda Kevin G Sakoda

Member Glenn Yamasaki Glenn Yamasaki

Exhibit "A": HCDA Strategic Plan (rev. June 4, 2025)

Exhibit "B": Commission on Salaries Report and Recommendations to the 2025 Legislature
(March 14, 2025)



STRATEGIC PLAN

Rev: June 4, 2025

DRAFT

Hawai'i Community Development Authority
547 Queen Street
Honolulu, Hawaii 96813

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Executive Summary

This Strategic Plan revises the (approved) June 5, 2024, Plan. This revised plan encompasses a five-year period and establishes programs, projects, and tasks that needs to be commenced or completed in each community development district or outside a community development district and identifies organizational needs in implementing them.

This version of the Strategic Plan: (i) carries forward goals related to the funding that was appropriated to the Agency by the 2024 Hawaii State Legislature, (ii) establishes new goals related to the anticipated funding for projects, currently, in H.B. 300, H.D. 1, S.D. 1, and (iii) establishes new goals for new projects.

Many of the “high” priority, one-year goals, reflect either (i) the need to implement TOD Projects, (ii) continue work on the Leasehold Pilot Program (Act 97, SLH 2023), or (iii) commence work on new goals for new projects. One of the new significant goals is the formation of a permitted interaction group to proactively address legislative sentiment that the Kaka’ako community development district should be transitioned to the City and County of Honolulu in five years.

The funding and support by the 2025 Hawaii State Legislature shows a continued level of confidence in the staff of the Agency and the years of experience and knowledge that the Agency brings to the implementation of the TOD Projects, the Leasehold Pilot Program, and other assigned projects. Despite the additional obligations and projects, the Agency must remain mindful of its obligations to the existing community development districts.

Finally, as more responsibilities are placed on the Agency by the Hawaii State Legislature, leadership of the Agency must be cognizant of the staffing resources needs and consequently, request additional positions as needed.

HCDA's Mission, Core Values, and Vision

| **Mission** | For each community development district and transit-oriented development infrastructure improvement district, HCDA will collaborate with private enterprise, public agencies, and community stakeholders to build better communities through planning, collaboration, regulation, and infrastructure development.

| **Core Values** | HCDA's core values are focused on the following acronym:

B·U·I·L·D

Build better communities.

Utilize our infrastructure development expertise and assessment powers.

Innovate the planning and regulatory process to improve development.

Leverage experience to foster collaboration with other agencies and stakeholders.

Develop a “yes, we can” attitude within HCDA and its partners.

| **Vision** | HCDA's vision is for the community development districts and infrastructure improvement projects to be thriving self-sufficient developments that enhance the communities and benefit the State of Hawaii.

HCDA envisions utilizing its experience and expertise in infrastructure and mixed-use development to collaborate on and/or undertake: (i) infrastructure development that supports the creation of affordable housing projects of all types, and (ii) infrastructure and/or mixed-use development that supports other State goals and initiatives.

HCDA Overview

Over the past 45 years, HCDA has developed plans for Kaka‘ako, Kalaeloa, and He‘eia community development districts and implemented infrastructure improvement projects and mixed-use housing development projects that have been responsive to the State’s goals and the community’s needs.

- **Kaka‘ako – an example of mid-stage urban development.** When initially established in 1976, this district was largely an underutilized industrial area which lacked a planning framework and infrastructure to support a vibrant community. Now, 45 years later, the district has emerged as a live-work-play community. It attracts private sector development due to its central location, adequate infrastructure along targeted corridors, and surrounding amenities, including access to transportation and employment.

Nevertheless, there are still development opportunities within the district and some infrastructure projects to be completed. These consist of:

- Development of the remaining Howard Hughes Corporation parcels outside of its master plan (master plan term expired, January 2024).
- Parcels to be developed under Kamehameha Schools’ Kaiāulu ‘o Kaka‘ako Master Plan.
- Potential high-density affordable housing projects on small lots along the transit corridor.
- Infrastructure upgrades within central Kaka‘ako.
- Upgraded waterfront recreational amenities.
- Office of Hawaiian Affairs’ future development of Kaka‘ako Makai, either by itself or in collaboration with the Agency.
- Planning effort for Kaka‘ako Makai.
- State or City Owned parcels that could serve as catalysts for surrounding properties.

However, as mentioned above, there is legislative sentiment to transition the Kaka‘ako community development district to the City and County of Honolulu.

- **Kalaeloa – an example of early stage-stage suburban development.** Turned over to the State by the US Navy in 2002 as part of its former Barber’s Point Naval Base Closure, this district is in transition from its military past to meeting its potential as a suburban mixed-use community.

Opportunities in Kalaeloa include:

- Completing the amendment of the Kalaeloa Master Plan and Rules to guide development based on smart growth principles and encouraging development of affordable housing.
- Plan, design, and construct infrastructure to support development including electrical power, communications, and complete streets.
- Complete the infrastructure master plan environmental impact statement.
- Commence on the two electrical improvement projects.

- **He‘eia – an example of a rural community development.** Turned over to management by HCDA in 2011, unlike the other development districts, the management, and operations of this ahupua‘a were best left to a lessee, who has the capacity, knowledge, community and cultural connections, access to capital, and conviction to support the restoration of agricultural, ecological and cultural connections of the land to the local community.
- **Pūlehunui – HCDA’s newest community development district.** HCDA’s newest development district, located in Central Maui, is envisioned as an area where HCDA will construct infrastructure that supports the developments planned by the Department of Land and Natural Resources, Department of Hawaiian Homelands, Judiciary, and the Public Safety Department. With the plan, design, build work in progress, the next deliverable will be to complete the infrastructure master plan that will identify the infrastructure improvements that are needed.
- **Transit-Oriented Development Infrastructure Improvement Districts –** The Legislature created this program within HCDA to implement infrastructure projects that support transit-oriented development on all of the islands.

The “SWOT” analysis that was performed for the November 2022 Strategic Plan is contained in the Appendix.

Goals, Priorities, and Strategies

Short-Term (1 year)

General Objectives

- **Act 97, For Sale Leasehold Pilot Program (\$15,000,000 in CIP Funds)**
Phase: Commence
Priority: **High**
Strategy: If the project is feasible, formally select a site, and commence pre-sale. Commence design and construction of an affordable residential, mixed-use condominium building. [iED]
- **HCDA Workforce Realignment**
Phase: Ongoing
Priority: **Medium**
Strategy: Continually review and assess the current and expected workload and assess staffing capacity and recommend changes to the staffing or request additional positions from the Legislature. [ED]
- **Stabilize agency's year-over-year funding (i.e., general fund vs. special fund)**
Phase: Ongoing
Priority: **Medium**
Strategy: This is a two-part strategy. (i) Continue to move to more general funds year-to-year is important for the Agency's success moving forward. HCDA's financial stability will be critical in staff retention and maintaining HCDA's ability to assist other state agencies that will rely on HCDA to manage multi-year infrastructure and development projects. (ii) Look for opportunities to leverage federal funds through state matching funds and/or seek grant opportunities for projects to supplement funding by the Legislature. [ED/CFO]
- **Bond Issuance and Formation of Community Facilities Districts ("CFD")**
Phase: Complete
Priority: **Low**
Strategy: Pending legislation would give HCDA the power to issue bonds to finance infrastructure. This could be a helpful alternative tool to finance the cost of building necessary infrastructure. Provide the board with an informational session on the mechanics and process of issuing bonds, and a plan to implement CFDs. [ED/CFO]

Kaka'ako Community Development District

- **Act 221 (SLH 2023) Relating to Climate Change in the Kaka'ako and Kalaeloa Community Development Districts (\$2,000,000 in CIP Funds, combined)**
Target Phase: Commence
Priority: **High**
Strategy: Act 221 required the Agency to consider the impacts of sea level rise in its Kaka'ako and Kalaeloa community development districts. There is a need to engage with

stakeholders and landowners to promulgate rules. The Agency will commence rulemaking that considers the impacts of climate change, sea level rise, and climate-resilient development in the design and siting of buildings in the Kaka‘ako and Kalaeloa community development districts. [PD]

- **Explore Opportunities to Transition the Ownership of the Honuakaha Elderly Housing Project to a Private Entity**

Target Phase: Ongoing

Priority: **High**

Strategy: The elderly housing project could be transitioned to another party. Efforts should focus on soliciting interest in the project or finding other opportunities to transition the project from HCDA ownership to ownership by a third party. [AMT]

- **Stabilize Net Cash Flow and Expenses for the Honuakaha Elderly Housing Project**

Phase: Ongoing

Priority: **High**

Strategy: The strategy to stabilize cash flow and expenses is multi-faceted. First, work with the current property manager to expeditiously fill vacant units. Second, increase rent annually by at least 5%. Third, encourage/facilitate the application and securing of Section 8 vouchers, to the extent possible. [AMT/CFO]

- **Implement Innovative Methods to Develop More Affordable Housing in HCDA’s Districts**

Target Phase: Ongoing

Priority: **Medium**

Strategy: See also 1) General Objective, Act 97, For Sale Leasehold Pilot Program, 2) Supportive Housing, below, and 3) HCDA will engage with a developer for Affordable Rental (Block P). In addition to identifying suitable parcels for acquisition, encourage and work with landowners on innovative ways to collaboratively develop affordable housing on their land. [AMT/PD]

- **Execute Public Facilities Improvement Projects in the Kaka‘ako District**

Target Phase: Complete

Priority: **Medium**

Strategy: Identify small or medium sized, highly visible improvement projects that will benefit the community. [AMT]

- **Plan, Design, and Construct Kupuna Supportive Housing (\$5,500,000 in CIP Funds)**

Target Phase: Commence

Priority: **Medium**

Strategy: Engage with a developer to design and build supportive housing. This strategy seeks to include a broader range of housing types within the district that includes supportive housing with wrap around services. [PD]

- **Repair Roof and Other Improvements at Historic Ala Moana Pump Station for Pacific Gateway Center's Na Kupuna Makamae Center (\$2,000,000 in CIP Funds)**

Target Phase: Commence

Priority: **High**

Strategy: Procure a contractor to repair the roof and other areas. [AMT]

- **Kaka'ako Makai Geotechnical Assessment (\$1,500,000 in CIP Funds)**

Target Phase: Commence geotechnical studies by October 2025

Priority: **High**

Strategy: Integrate geotechnical analyses into the contract scope for the Kaka'ako Makai Planning effort. The geotechnical analyses are integral to the baseline data gathering and will be considered in the development of the land use plan. [PD]

- **Kaka'ako Makai Planning (\$1,000,000 in CIP Funds)**

Target Phase: Commence planning by July 2025

Priority: **High**

Strategy: Facilitating community- and data-supported development in the Makai area is important for the district and the State. Procure contractor through professional services procurement and start the planning process. [PD]

- **Plan for transitioning out of Kaka'ako**

Target Phase: Commence

Priority: **Low**

Strategy: Form a permitted interaction group ("PIG"). Prior to its deferral at the end of February 2025, the last proposed version of Senate Bill 534 S.D. 2 included a provision to establish a working group within the Authority to plan, coordinate, and facilitate the transfer of the Kaka'ako Community Development District ("KCDD") and its functions from the Authority to the City and County of Honolulu. The provisions of the bill would have also established a five-year deadline to complete this transition. [PD]

Kalaeloa Community Development District

- **Kalaeloa Master Plan and Administrative Rules Amendment**

Target Phase: Promulgate plan and rules on or before December 31, 2025

Priority: **High**

Strategy: This goal was carried over from the September 6, 2023 version of the Strategic Plan. Amend the Kalaeloa Master Plan and Administrative Rules in a manner that acknowledges the changing conditions and realities and appropriately considers the community's vision for the district. The project team, including outside consultants, are preparing a draft master plan and administrative rules for public review and adoption by the Kalaeloa board. [PD]

- **Saratoga Avenue Electrical and Communication Infrastructure Improvements (\$12,125,000 in CIP Funds)**

Target Phase: Commence

Priority: **High**

Strategy: Electrical improvements are needed on this major commercial corridor. Procure services, subject to funding. This goal was carried over from the September 6, 2023 version of the Strategic Plan. The 2023 State Budget included \$12.125 million for this project. The funds were not released in 2023. In 2024, the funds were converted from general funds to CIP funds. Planning and design for this critical electrical and communications infrastructure project working collaboratively with stakeholders, Hunt Development, HECO, and elected officials. [CIP]

- **Navy Electrical (\$18,000,000 in Federal Funds)**

Target Phase: Commence

Priority: **High**

Strategy: Complete professional services procurement. The Project consists of connecting the following users to the Enterprise Road electrical corridor located in the District: (i) Film Studio parcel located at 146 Midway Street, Building 140, Kapolei, Hawaii 96707, and further described by Oahu Tax Map Key Number 9-1-013:110; and (ii) Hawaii Army National Guard located at 91-1227 Enterprise Avenue, Kapolei, Hawaii 96707, and further described by Oahu Tax Map Key Number 9-1-013:045. [CIP]

- **Implement Innovative Methods to Develop More Affordable Housing in HCDA's Districts**

Target Phase: Ongoing

Priority: **Medium**

Strategy: Identify suitable parcels for acquisition in the Kalaeloa community development district to develop affordable housing. In addition to identifying suitable parcels for acquisition, encourage and work with landowners on innovative ways to collaboratively develop affordable housing on their land. [AMT/PD]

- **Infrastructure Improvements Study (roads, complete streets, drainage, and electrical) for the Kalaeloa Community Development District (\$500,000 in General Funds)**

Target Phase: Complete

Priority: **High**

Strategy: There is more infrastructure improvements needed in the district, including electrical, sewer, and drainage. These funds allow the Agency to study the infrastructure needs of the district and update the Agency's infrastructure master plan. [PD]

- **Environmental Impact Statement for the Kalaeloa Community Development District (\$1,000,000 in CIP Funds)**

Target Phase: Commence

Priority: **Medium**

Strategy: Prepare a programmatic environmental impact statement to cover infrastructure projects, development, and master plan implementation in Kalaeloa. [PD]

- **Act 221 (SLH 2023) Relating to Climate Change in the Kaka‘ako and Kalaeloa Community Development Districts (\$2,000,000 in CIP Funds, combined)**

Target Phase: Commence

Priority: **High**

Strategy: Act 221 required the Agency to consider the impacts of sea level rise in its Kaka‘ako and Kalaeloa community development districts. There is a need to engage with stakeholders and landowners to promulgate rules. The Agency will commence rulemaking that considers the impacts of climate change, sea level rise, and climate-resilient development in the design and siting of buildings in the Kaka‘ako and Kalaeloa community development districts. [PD]

- **Fill Vacant Board Seat: Kalaeloa Board - Business/Nonprofit Representative**

Target Phase: Commence

Priority: **High**

Strategy: The business/nonprofit nominee should be confirmed during the 2026 legislative session. Work with the Governor’s Boards and Commissions department, and Legislators to have the Governor nominate a business/nonprofit member. [ED/CFO/BOARD SECRETARY]

- **R-1 Recycled Water Infrastructure Grant**

Target Phase: Commence

Priority: **Medium**

Strategy: Working with the Hawaii Community Foundation and the Ulupono Initiative, submit a grant for the plan, design, and construction of an R-1 water transmission line in the district. [ED/PD]

He‘eia Community Development District

- **He‘eia Access Road (\$1,000,000 in CIP Funds)**

Target Phase: Complete

Priority: **High**

Strategy: Procure construction work, subject to funding, of this alternative access to and from the district that will enable better access for stream clean up and school groups that visit the district. [AMT]

Pūlehunui Community Development District

- **Pūlehunui planning and design for infrastructure work**

Target Phase: Commence

Priority: **High**

Strategy: Complete Infrastructure Master Plan. [CIP]

Transit-Oriented Development Districts

- **Phase I of the UH West Oahu On-site Road and other improvements (East Kapolei) (\$35,000,000 in General Funds)**

Target Phase: Continue design and construction

Priority: **High**

Strategy: The State Budget included funding, in the amount of \$35,000,000 in general funds, for the construction of roads that support UH West Oahu's planned University development for their 20-acre parcel near the Keone'ae station. [CIP]

- **'Iwilei-Kapālama Electrical Infrastructure Work (\$25,000,000 in General Funds)**

Target Phase: Continue design and construction

Priority: **High**

Strategy: The State Budget included funding, in the amount of \$25,000,000 in general funds, for the construction of infrastructure improvements in this TOD area. The infrastructure improvements will consist of electrical upgrades that will benefit State-owned properties and private developments. Commence design and engineering. [CIP]

- **'Iwilei-Kapālama Infrastructure Work (\$12,000,000 in CIP Funds)**

Target Phase: Commence

Priority: **High**

Strategy: The current State Budget included funding, in the amount of \$12,000,000 in general obligation bond funds, for the design and construction of infrastructure improvements in this TOD area. The infrastructure improvements will benefit State-owned properties. Commence design and engineering. [CIP]

Project Management

- **Women's Community Correctional Center New Kitchen and Related Improvements ("WCCC")**

Target Phase: Commence

Priority: **High**

Strategy: Commence procurement for a design-build contractor, subject to funding. Provide project management services, including the procurement of services, to the Department of Corrections and Rehabilitation under an executed memorandum of understanding. [CIP]

Mid-Term (3 years)

General Objectives

- **Digitization and Modernization of Permit Files and Integrated Tracking System**

Target Phase: Commence

Priority: **Low**

Strategy: Subject to the availability of funding, conduct feasibility review of transitioning from paper-based to a digital planning and permitting system. [PD]

- **Develop Digital Model(s) Of Districts To Support Planning, Development Tracking, And Land Use Coordination**

Target Phase: Commence

Priority: **Low**

Strategy: To support and complement a digital permitting and planning system, review feasibility of incorporating the capability for digital models of the districts, subject to availability of funding. [PD]

Kaka‘ako Community Development District

- **Develop Plan to Transition the Honuakaha Elderly Housing Project to a Private Entity**

Target Phase: Complete

Priority: **High**

Strategy: The related one-year goals is to explore opportunities to transition the project to a private entity. This goal is focused on completing the transition plan. Given the termination of the limited partnership in 2026, prepare a transition plan, subject to the concurrence with First Hawaii Bank, which identifies options to maintain this project as an affordable senior rental project in perpetuity. [AMT]

Pūlehunui Community Development District

- **Pūlehunui Planning and Infrastructure Work**

Target Phase: Complete

Priority: **High**

Strategy: Timely completion of the Pūlehunui project will show that HCDA is able to assist other state agencies in one-off projects that benefit the State. Completion of Pūlehunui will help demonstrate HCDA’s effectiveness outside of the traditional community development district approach, which takes several decades to complete. [CIP]

Kalaeloa Community Development District

- **Kalaeloa community development district reserved housing rules**

Target Phase: Complete (if possible, in less than 3 years)

Priority: **Medium**

Strategy: There is a need to produce more reserved housing within the district. This is consistent with the Governor’s goal of producing more affordable housing statewide. Questions were raised about the reserved housing rules for the district. Review the reserved housing rules and suggest amendments to the same that facilitate the production of reserved housing. [PD]

Long-Term (5+ years)

General Objectives

- **Infrastructure Improvement Funding Alternatives**

Target Phase: Commence

Task Type: Major Initiatives

Priority: **Medium**

Strategy: This goal also relates to the one-year goal to present an informational session to the board on bond financing. Currently most infrastructure improvements are funded through legislative appropriations. It is necessary to explore alternative sources of funding for future infrastructure improvements. HCDA will explore several alternative funding mechanisms such as “community facility districts”, “municipal utility districts”, “business improvement districts”, and “tax increment financing districts”. [CIP]

Kaka‘ako Community Development District

- **Plan for transitioning out of Kaka‘ako**

Target Phase: Commence

Task Type: Transition Plan

Priority: **Low**

Strategy: This goal relates to a one-year goal to establish a permitted interaction group to examine the issues that would be raised in a transition. HCDA’s transition of the regulation and management of Kaka‘ako back to the City and County of Honolulu will be an acknowledgment of HCDA’s success in overseeing community development in Kaka‘ako. Transitioning out of Kaka‘ako will free up HCDA’s staff and resources, allowing the Agency to focus elsewhere.

However, the question of what milestones/factors determine when the State’s work will be “done” in Kaka‘ako, fiscal impact to the State and the timing of the transition remain to be evaluated. [PD]

Kalaeloa Community Development District

- **Plan for Transitioning out of Kalaeloa**

Target Phase: Commence

Task Type: Transition Plan

Priority: **Low**

Strategy: HCDA’s ability to influence the redevelopment of Kalaeloa is primarily limited to planning, regulating and infrastructure improvements, since HCDA does not own any major parcels in the district with significant redevelopment potential. HCDA is amending the Kalaeloa Master Plan and rules in 2024 and once complete, HCDA will focus on its role as a regulator as well as pursue financing opportunities for infrastructure improvements. If funding for infrastructure improvement does not become available in a timely manner, transferring control of the district over to the City may be appropriate. [PD]

He'eia Community Development District

- **Transition He'eia to a Nonprofit Land Trust**

Target Phase: Complete

Priority: **Low**

Strategy: The key will be to find a land trust that is able and willing to preserve He'eia in perpetuity. Transitioning He'eia will free up staff time and resources, allowing HCDA to focus elsewhere. [PD]

Transit-Oriented Development Districts

- **Phase I of the TOD Zone Planning and Infrastructure Work (East Kapolei)**

Target Phase: Complete

Priority: **High**

Strategy: Timely completion of the initial phase of TOD infrastructure work will demonstrate that HCDA is able to assist other state agencies in complex projects that benefit the State as a whole. Completion of this goal will help demonstrate HCDA's effectiveness outside of the traditional community development district approach. [CIP]

Funding and Staffing

Adequate staffing and funding are ongoing concerns for the Agency, especially as additional tasks and responsibilities are assigned to the Agency by the Legislature. If additional community development districts are established or major projects are assigned to the Agency, a review and assessment of the existing and expected workload and capacity is necessary to ensure adequate staffing and funding.

Appendix

SWOT Analysis Table, November 2022: see next page.

DRAFT

STRENGTHS	WEAKNESSES	OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> • Statutory authority • Unique development experience • Planning expertise • Partnerships • Collaborations • Housing production 	<ul style="list-style-type: none"> • Public perception dominated by Kaka‘ako • Limited public awareness of Kalaeloa and He‘eia districts • Projects now more geographically diverse; need to build relationships with new communities including Pūlehunui, TOD areas, and FRTC 	<ul style="list-style-type: none"> • TOD infrastructure improvement needs • Statewide affordable housing need and ability to provide small-lot, high-density projects in Kaka‘ako and low-rise projects in Kalaeloa • Recent Legislative Political/Funding Support • Transit-oriented development • Development in Central Kaka‘ako • Collaborate with City to leverage funds for infrastructure improvements for city streets • Branding and marketing HCDA to self-determine our “identity” as a community builder 	<ul style="list-style-type: none"> • Shifts in political support • Lack of consistent funding • Too many projects that stretch staff capacity and board focus • Limited development plans and economic feasibility on Kaka‘ako Makai lands, which remains under-utilized.

ⁱ As used herein, “ED” means Executive Director, “CFO” means Chief Financial Officer, “PD” means the Planning and Development department, “CIP” means the Capital Improvement department, “AMT” means the Asset Management department.

COMMISSION ON SALARIES
REPORT AND RECOMMENDATIONS
TO THE 2025 LEGISLATURE

March 13, 2025

Members:

Colleen Hanabusa, Chairperson
Wesley Machida, Vice Chairperson
Beth Amaro
Susan Arnett
Cathy Betts
Pankaj Bhanot
Margery Bronster

Executive Summary

The 2025 State of Hawai'i Commission on Salaries has finalized recommendations of salary increases from July 1, 2025, through June 2031 for the Governor, Lieutenant Governor, Cabinet Officials, Legislators, Justices, and Judges.

The Commission began this process with a meeting in early November 2024, and over the course of fourteen meetings ranging from two to over five hours each, the Commission pored over hundreds of pages of information, including data about comparative public employees in Hawai'i and across the country¹, economic projections, the roles and responsibilities of each branch's public officials, recruitment challenges, retention prospects, and more. This includes discussion of recent uncertainty over federal funding.

In all, the Commission's consensus view is that to recruit and retain highly qualified public officials who can perform at the level the State and residents expect and deserve, increases of the recommended magnitudes are necessary. The Commission believes this is a wise and prudent investment in the leadership of our State, including through volatile and uncertain times such as the current uneasiness over federal funding and the other challenges the State will surely face in the coming years. The Commission heavily considered the roles, responsibilities, and scope of authority. The Commission also heavily weighed the serious impact each position may have on individuals, families, businesses, and communities, including the importance for these leadership positions to manage vast personnel and financial resources.

The following report and appendices describe the driving factors for increases for each branch. For the Legislative Branch, the Commission makes these recommendations in recognition that legislators are full-time public officials who engage in their work year-round, and their salaries should reflect the same. For the Governor, Lieutenant Governor, and Cabinet Officials, the Commission makes these recommendations in recognition of the breadth of responsibilities and their direct impact on Hawai'i residents on visitors daily and for years to come. The complexity of these positions warrants efforts to recruit and retain extraordinary executives from every sector. For the Justices and Judges, incredible recruitment and retention challenges in recent years, even with current salaries, demonstrate that the State is recruiting individuals with a particularly unique skillset from a relatively small pool, and that with the local and national legal challenges today and in the coming years the State deserves to continue to seek the brightest legal minds and most experienced legal practitioners.

All in all, for all three branches, the Commissioners firmly believe that these recommended salary increases are a prudent and wise investment for public officials who are highly competent, experienced, and ready to meet the daunting challenges of these positions.

¹ See Appendix A-12 and A-13.

The Commissioners brought to the Commission experience from the private sector, County and State government, both O‘ahu and the neighbor islands, a former Hawai‘i Senate President and former Congresswoman, a former Attorney General of the State of Hawai‘i, former Cabinet members, a former Director of the Hawai‘i Department of Budget and Finance and Senior Advisor to the Speaker of the House, and a former career Deputy Public Defender of the State of Hawai‘i and renowned trial attorney.

The Commission convened pursuant to Section 3.5 of Article XVI of the Hawai‘i Constitution and HRS section 26-56. The 2025 Commission’s recommendations follow. More information can be found on this webpage of the Department of Human Resources Development: <https://dhrd.hawaii.gov/state-hr-professionals/class-and-comp/executive-branch-commission-on-salaries/>.

Overview

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. Additionally, the Commission did seek advice from the Department of the Attorney General during its deliberations. Copies of the opinions are attached hereto.

The Commission notes that it is tasked with establishing the salaries of 218 officials which accounts for less than 1% of the State budget.

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. It is important to note that if the Legislature disapproves the recommendation of the 2025 Commission, there will be no salary adjustment for the next six (6) years.

The 2025 Commission was convened on November 7, 2024, at 9:00 AM at 235 South Beretania Street, Honolulu, Hawai‘i on the 14th Floor and has had a total of 14 meetings, each ranging from two to over five hours. The Commission is submitting its report and recommendations to the Governor for submission to the 2025 State Legislature.

The intent of the 2025 Commission is to recommend salaries that are fair, with an emphasis on parity, and commensurate with responsibility to the public considering the following:

- a. Scope and complexity of duties and responsibilities of elected and appointed officials, legislature, and judges/justices including workload, past trends and projections.
- b. Consumer Price Index for All Urban Consumers (CPI-U) and cost of living - Hawai‘i rates and projections.
- c. Recruitment trends – past and projected.
- d. Salaries of comparable positions nationwide, and in the City and County of Honolulu and other counties in Hawai‘i; comparable private sector salary trends and projections.

- e. State budget projections, including revenue projections, and actual and possible policy decisions locally and nationally.
- f. Past and present trends in salaries that were recommended and determined by the State Constitution, Legislature, and commissions.

The above-mentioned criteria were adopted at its December 30, 2024 meeting after much deliberation among the Commissioners.

Unless disapproved by the legislature, the recommendations of the 2025 Commission will go into effect on July 1, 2025, for the executive and judicial branch officials. The recommendations for the legislative branch officials will go into effect on January 1, 2027, because Article XVI of the Constitution states that any salary change shall not apply to the legislature to which the recommendations were submitted. This report recommends the establishment of an appropriate base and makes further recommendations on a forward-looking perspective.

The following recommendations were adopted by the 2025 Commission:

A. EXECUTIVE BRANCH RECOMMENDATIONS

- Effective July 1, 2025, increase the salary of the governor, lieutenant governor, tier 1 and tier 2 directors² by 15%. Increase the tier 1 and tier 2 deputy director maximums by 15%, deputy directors will no longer have a salary range.
- Effective July 1, 2026, increase the salaries of all positions by 4%.
- Effective July 1, 2027, increase the salary of the governor by 8%, lieutenant governor by 6%; tier 1 and tier 2 directors and deputy directors by 4%.
- Effective July 1, 2028, July 1, 2029, and July 1, 2030, increase the salaries of all positions by 4% each year.
- This commission has eliminated ranges for the Tier 1 and 2 deputy directors because this Commission believes it is not in line with the constitution.
- 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.

² The Tier 1 Directors are: the Administrative Director of the State, the Attorney General, and the Director of Budget and Finance. The Tier 2 Directors are: DAGS, DBEDT, DCCA, DCR, DHHL, DHRD, DHS, DLE, DLIR, DLNR, DOA, DOH, DOT, and TAX.

B. JUDICIAL BRANCH RECOMMENDATIONS

- Effective July 1, 2025, increase the salary of the chief justice and associate justices of the supreme court by 10%; chief judge and associate judges of the intermediate court of appeals by 10%; circuit court judges by 12%; and district court judges by 10%.
- Effective July 1, 2026, increase the salaries of all positions by 10%.
- Effective July 1, 2027, increase the salary of the chief justice and associate justices of the supreme court by 8%, chief judge of the intermediate court of appeals by 8%, associate judges of the intermediate court of appeals by 9%; circuit court judges by 9%, and district court judges by 8%.
- Effective July 1, 2028, July 1, 2029, and July 1, 2030, increase the salaries of all positions by 4% each year.

C. LEGISLATIVE BRANCH RECOMMENDATIONS

By HRS 26-56(d), the 2025 Commission can only make recommendations for the House and Senate from January 1, 2027, until December 31, 2030. Legislators, unlike the other branches, are on a calendar year versus a fiscal year.

- Effective January 1, 2025, and January 1, 2026, legislators will have “0” increase in salary.
- Effective January 1, 2027, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives by 32%.
- Effective January 1, 2028, and January 1, 2029, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives by 4% each year.
- Effective January 1, 2030, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives by 8%.

D. SUGGESTIONS FOR THE NEXT SALARY COMMISSION

- Obtain data from all branches regarding recruitment and retention for all positions.
- Solicit and receive a formal opinion from the Attorney General as to whether the Legislature can determine that the salary increases will be suspended or deferred. This opinion should address how such an action by the Legislature,

no matter how politically correct it may be, does not violate the intent of the Constitution. The concern is without a criteria set in the Constitution for such action, this in essence can be a yearly review of the work of the Salary Commission.

- Solicit feedback from all branches on salary recommendation criteria and salaries at the start of the 2031 Commission's convening.
- The Commission should review any changes in the scope of work, responsibility, and/or workload that warrant consideration to amend the base salary.
- Explore whether the Commission should rely upon CPI-U index for Hawai'i in setting increases.

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 governs important parts of the process. The Commissioners discussed that multiple parts of HRS section 26-56 may be unconstitutional as inconsistent with Article XVI, section 3.5.

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

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 2030.
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.

³ The Commission questioned the constitutionality of setting salary ranges within the tiers.

Process

The Commission convened on November 7, 2024. Commissioner Colleen Hanabusa was elected as Chairperson and Commissioner Wesley Machida 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 laws pertaining to the Commission on Salaries, and salary comparisons and data for the executive, judicial, and legislative branches.

Commissioners expressed their interest in scheduling representatives from the branches of government, along with representatives from the Council on Revenues. The Council on Revenues did not appear per the Commissions' request; however, their report of January 10, 2025, was made available. The Commission did hear from various representatives and resource persons who are identified below.

The DHRD staff presented the Commission with various charts and information. Relevant information has been appended to this report.

Upon the initial convening, the Commission contemplated seven meetings would be necessary, with the work being completed on January 20, 2025. Additional meetings were scheduled during the process, due to the complexity of the task and the Commission's desire to consider additional information. The summary of the meetings of the 2025 Commission are as follows:

1. November 7, 2024: The Commission received a folder from the DHRD Staff. The Board received an overview of the Sunshine law and the Commission's Responsibilities.
2. November 22, 2024: The Commission had the following presenters: Chief Justice Mark Recktenwald and Brandon Kimura (Judiciary); Ronald Kouchi (Senate President); Nadine Nakamura (Speaker of the House); Brooke Wilson (Chief of Staff/Governor Green); Luis Salaveria (Director of Budget & Finance); Scott Saiki (Speaker Emeritus); Brenna Hashimoto (Director of DHRD); Eugene Tian (Economist, DBEDT).
3. December 6, 2024: The Commission had the following presenters: Deputy AG on legal parameters; representative from the Judicial Selection Commission.
4. December 19, 2024: The Commission had the following presenters: Elise Amemiya (Deputy AG on criteria for setting salary); Brandon Kimura (Judiciary); DHRD staff (salary data).
5. December 30, 2024: The Commission had the following presenters: Deputy AG on Legislature acting on yearly basis to defer compensation; representative from the Judiciary on judicial tiers; the Commission discussed,

decided, and agreed on criteria to be used in determining salaries.

6. January 8, 2025: The Commission had the following presenters: Deputy AG on Legislature's action to defer salary on a yearly basis, representative from the Judiciary on roles and responsibilities of judges.
7. January 16, 2025: The Commission had the following presenter: representative from the Judiciary on caseload counts and retirement forecasting. Receipt of the Council on Revenues Report dated January 10, 2025; discussion on salary scenarios.
8. January 27, 2025: Discussions on salary scenarios and the Commission's report.
9. January 30, 2025: Discussions on salary scenarios and the Commission's Report. It was tentatively agreed to the figures discussed will go for action among the Commissioners at the next meeting of February 3, 2025.
10. February 3, 2025: Further discussion on salary scenarios and the contents of the report.
11. February 10, 2025: The Commission received and reviewed public testimony and heard online testimony; had the following presenter: Brandon Kimura (Judiciary on CPI-U versus other metrics to consider); had discussion on salary scenarios and the contents of the report.
12. February 20, 2025: The Commission received and reviewed public testimony and heard in person testimony; had discussion on the contents of the report and potential changes to salary recommendations.
13. March 4, 2025: The Commission received and reviewed public testimony and heard in person testimony; had discussion on the contents of the report and potential changes to salary recommendations. The Commission reviewed the draft report.
14. March 13, 2025: The Commission finalized and signed the report; discussed communication of the recommendations.

Rationales and Recommendations

General Rationale

The Commission on Salaries reminds itself that the State of Hawai'i is comprised of three co-equal branches of government which each branch serving a distinct Constitutionally mandated function. The functions of the three branches were determined by the voters, as were the duties of the Commission. In fulfilling its Constitutionally mandated duty, the Commission is setting salaries for 218 positions, including: the elected officials who serve in the Legislature and the Governor and Lieutenant Governor of the State; the Department Heads and Deputy Directors; the Justices and Judges of this State. These are the individuals who set the policies of this State; implement those policies; and apply the Constitution and laws to legal disputes.

The Commission understands that the individuals serving in these positions are motivated to perform public service. Notwithstanding, the Commission's general belief is that salary must not be a barrier to attracting the best talent for the running of this State. The most recent budget of State of Hawai'i has the year's expenditures appropriated at operating costs of about \$20 billion and capital improvement (CIP) of about \$3.4 billion. No city or county within this state compares to the responsibility of the state government.⁴

The Commission reviewed public and private sector salaries at both the local and national level for the three branches of government. The Commission believes compensation of the elected and appointed officials covered by its recommendations should be fair and equitable commensurate with the scope of work, responsibilities, and/or workload; and sufficient to attract and retain highly qualified individuals, while at the same time being prudent in the expenditure of public funds and their primary motivation of performing public service.

The Commission is also reminded that the final decision making on this report rests with the Legislature which will not benefit from this decision until after the next regularly scheduled election. We understand that the political ramifications of our work will be ultimately borne by the 33rd Legislature. The voters of this State that adopted Article XVI Section 3.5 of the Constitution believed that the recommendations of this Commission must be adopted as a whole or if defeated, there will be no pay increases for the 218 positions for another 6 years. The Commission believes that disapproval would have a significant negative impact on recruitment and retention, and ultimately a significant negative impact on the people of Hawai'i.

We are cognizant of the financial impact of this Report. Notwithstanding, we propose it because of the importance and significance of the responsibilities of these positions to our State.

⁴ See Appendix A-14.

Decision-Making Criteria

During several meetings, the criteria to be used by Commissioners in determining recommended salaries was discussed at length. At its December 30, 2024 meeting, the Commission agreed on a list of six criteria that would be the focus of their deliberations, although it was acknowledged that additional factors would not be excluded from consideration. The six agreed-upon criteria are as follows:

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

Additional Considerations

In applying the above stated decision-making criteria, the Commission also addressed the following:

- Separation of salaries between and within the branches of government to address position scope and responsibility. Examples include: the Governor's versus Chief Justice's salaries; the separation of salaries between position levels within the same branch; and the Governor's versus Lt. Governor's salaries.
- Legislators' current salaries are not aligned with the responsibilities borne by the policy makers of the state. The Commission is aware of the sensitivity the pay of the legislators in that they are the disapproving body of this report. Notwithstanding, Article XVI of the Constitution was enacted by the voters of this state to ensure that the legislature is aware that this report not only addresses their salary but also that of the other branches of government.
- Each year of salary adjustments going forward for each position should at minimum be based upon the CPI-U for Hawai'i.

Council on Revenues

The general fund tax revenue projections from the January 8, 2025, meeting of the Council on Revenues (COR) show projected increases of 6.4% for FY 2025 and the following growth for the relevant remaining term of this Report: FY 2026 -1.5%; FY 2027 2.9%; FY 2028 2.5%; FY 2029 2.6%; FY 2030 1.9%. These projections are at a compounded rate. Note that the FY 2025 growth rate of 6.4% was adjusted upward from the prior report's 3.5% (almost doubling the projected growth). The COR's projections are used to prepare the State's financial plan and proposed budgets that include, among other things, government salaries.

Executive Branch

In reaching its recommendations for the “executive salaries,” the Commission reviewed and compared the scope of work, responsibilities, and/or workload as well as 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 2022* 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 commensurate with the scope of work, responsibilities, and workload requires adjustment and equity and compensation levels need to be addressed for executive salaries if the State is to continue to recruit and retain the most highly 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 non-residents), and which have annual budgets that collectively exceed \$20 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 and visitors.

Executives in the public service invariably work extended hours; participate in community service events, forums and meetings; be accessible on a 24-hour, 7-days-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.

In addition to the sacrifices made for public service, a competitive salary structure is essential for attracting and retaining qualified and experienced executives. The current market demands that compensation that reflects the importance of these roles. By investing in our leadership, we can ensure a stable and effective government that meets the needs of our community. The Commission also considered the need to retain Cabinet members through the difficulties of public office while their growing experience in these roles becomes increasingly valuable to those outside of State government who might attempt to recruit Cabinet officials away from State government service with lucrative opportunities.

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, in 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. Moreover, the Governor of the State of Hawai'i is considered one of the most powerful in the United States. This is due in part to his ability to affect the budget throughout the year. The Commission found unacceptable that the differential in pay as it exists today, between the Governor and the Lieutenant Governor along with the Tier 1 Directors at \$1,080.

Public officials in the Executives Branch are responsible for an extensive range of responsibilities that are both complex and multifaceted. They are responsible for the strategic determination and allocation of fiscal and human resources essential for delivering public services and maintaining infrastructure. Their decisions directly impact community safety, health, welfare, and well-being, and as such, the stakes are exceptionally high.

In addition, the management of large budgets and staffing levels requires a sophisticated understanding of financial management and human resource principles. Our executives are accountable for ensuring that resources are allocated efficiently to meet the needs of Hawaii residents and non-residents alike, while adhering to strict fiscal constraints. This dual responsibility necessitates a skill set that is increasingly difficult to find in the current labor market.

Further, executives must navigate a complex landscape of federal and state laws and regulations. Their ability to ensure compliance protects the organization from legal repercussions and fosters public trust. This requires a depth of knowledge and expertise that is critical for effective governance.

Competitive salaries are not merely a matter of fairness; they are a strategic investment in the effectiveness of our government. By hiring competent and skilled individuals, we can enhance operational efficiency and improve service delivery to our constituents. In an era where public expectations are high, it is imperative that we have the right people in place to meet these demands.

On January 30, 2025, the Governor's Chief of Staff, Brooke Wilson, testified before the Commission to express the Governor's sentiment as to the discussion, to date, on the pay raises. The Governor noted that he is not concerned with "catching up to the Mayor of the City and County of Honolulu."⁵ Brooke Wilson also noted that the Commission's tentative agreement at the time, for the Governor was an uncompounded total increase over six years of 61%, and that the Governor believed that to be too high for the Governor and rather, that 35 - 40% may be appropriate for the Governor and the Lieutenant Governor. The Governor referenced a "value package" that they receive. The Lieutenant Governor has a driver; and the Governor has a home, driver, and food allowance.

Please note what the Executive Salaries are today:

⁵ In fact, the Governor of the State of Hawai'i is paid less than the Mayors of all Counties except for Maui.

Governor:	\$189,480
Lieutenant Governor	\$188,400
Tier 1 Directors	\$188,400
Tier 1 Deputy Directors	\$173,316
Tier 2 Directors	\$179,436
Tier 2 Deputy Directors	\$165,048

Though statutorily the Lieutenant Governor may not have specific responsibilities except to be acting Governor in the Governor's absence, we did note that the Governor when he was Lieutenant Governor did assume responsibilities during COVID. The present Lieutenant Governor has been instrumental during the Maui Wildfire and in many other initiatives.

Adjusting executive salaries is not only a matter of equity but also a strategic necessity. By recognizing the complex responsibilities our leaders bear and aligning their compensation with the cost of living and market standards, we can ensure that our government is led by capable and dedicated individuals. This will ultimately benefit our community and enhance the effectiveness of and confidence in public services delivery.

The following recommendations are made by the Commission (see Figure 1)⁶:

- Effective July 1, 2025, increase the salary of the governor, lieutenant governor, tier 1 and tier 2 directors⁷ by 15%. Increase the tier 1 and tier 2 deputy director maximums by 15%, deputy directors will no longer have a salary range.
- Effective July 1, 2026, increase the salaries of all positions by 4%.
- Effective July 1, 2027, increase the salary of the governor by 8%, lieutenant governor by 6%, tier 1 and tier 2 directors and deputy directors by 4%.
- Effective July 1, 2028, July 1, 2029, and July 1, 2030, increase the salaries of all positions by 4% 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.

⁶ Annual salary was calculated by increasing the monthly salary by the applicable percent, then multiplying by 12 months.

⁷ The Tier 1 Directors are: the Administrative Director of the State, the Attorney General, and the Director of Budget and Finance. The Tier 2 Directors are: DAGS, DBEDT, DCCA, DCR, DHHL, DHRD, DHS, DLE, DLIR, DLNR, DOA, DOH, DOT, and TAX.

Figure 1 - Executive Salary Recommendations

Position	No. of Pos	7/1/2025	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
Governor	1	217,908	226,620	244,752	254,544	264,720	275,304
Lieutenant Governor	1	216,660	225,324	238,848	248,400	258,336	268,668
Tier 1 Admin. Director of the State, Attorney General, Director of Budget and Finance	3	216,660	225,324	234,336	243,708	253,452	263,592
Tier 2 Dept. Directors DAGS, DBEDT, DCCA, DCR, DHHL, DHRD, DHS, DLE, DLIR, DLNR, DOA, DOH, DOT, TAX	14	206,352	214,608	223,188	232,116	241,404	251,064
Tier 1 Deputy Dept. Directors Attorney General, Budget and Finance	2	199,308	207,276	215,568	224,196	233,160	242,484
Tier 2 Deputy Dept. Directors DAGS, DBEDT, DCCA, DCR, DHHL, DHRD, DHS, DLE, DLIR, DLNR, DOA, DOH, DOT, TAX	26	189,804	197,400	205,296	213,504	222,048	230,928

Judicial Branch

The objectives in setting salaries for the Judicial Branch are to attract experienced and highly-capable attorneys for the most highly-qualified applicant pool for judicial positions, and to retain an experienced bench. While current judicial salaries may be highly desired by the average Hawai'i resident, this Commission on Salaries is seeking to recruit and retain Hawai'i's brightest legal minds with deep and broad experience to preside over legal challenges facing our state now and into the future. Our judges must have the intellect, experience, and skills to meet challenges in the courtroom that impact lives, families, children, businesses, the environment, and more. We as a State must do what we can to seek the most highly-qualified lawyers to step away from their established positions to seek to become a judge. As the Commission on Salaries, our only tool to do so is to recommend appropriate judicial salaries.

The Judiciary presented information that Hawaii's judges are highly experienced at the time they are first appointed. While the State Constitution requires just five years of legal experience for District and Family Courts and ten years for all other courts, Hawai'i's bench averages over 20 years of legal experience when they are first appointed to a full-time judgeship. Taking an average graduate of law school around the age of 25 years old, and adding 20 years of exceptional legal work to build the skills and reputation to apply for a judgeship takes extraordinary focus, dedication to the profession, and refinement of the craft of practicing law. Our current Circuit Court Judges, who hold general jurisdiction over the most complicated matters at the trial court level—where fact-finding is exhaustive—average 27.6 years of experience at the time they are first appointed.

The constitutionally mandated retirement at the age of 70 limits the pool of eligible applicants. Notably, the demographics materials of the Hawai'i State Bar Association (HSBA) the Commission has reviewed indicates that of the attorneys who are active, over 20% in 2024 are over 70 years old. Attorneys who decide to seek a judicial career are, as a practical matter, choosing a path that will end at their 70th birthday.

While not required by law, this Commission observes that this is the level of experience the Judicial Selection Commission, Governor, and Chief Justice have nominated and appointed. This Commission on Salaries believes that the public deserves to have this caliber of legal mind and this wealth of experience and knowledge preside over cases in our courts.

When our courts are ruling on matters that impact the environment, and different perspectives arise among, for example, developers, environmentalists, housing advocates, advocates for Native Hawaiian interests, and the State or City government, we want experienced judges to preside. When there are multi-million-dollar business disputes, or what's referred to as bet-the-company litigation, we want judges who have been involved in these disputes before, appreciate the high stakes, and can untangle and apply the pertinent legal framework. When the State brings serious criminal charges such as murder or sex assault, or domestic violence or robbery, the State/community and the defendant require judges who are deeply familiar with the

Constitution and governing laws. Because our judges are called upon to address the issues underlying what brings Hawai'i residents before our courts—substance use, serious mental illness, trauma, etc.—we as the Commission on Salaries want lawyers who have a broad understanding of the applicable legal frameworks and a track record of decades of success in a demanding profession to seek to become a judge.

The Judiciary presented information that demonstrates current significant challenges for recruitment. The Commission's review of HSBA demographics also reveals that the number of individuals who may meet minimum licensure and age requirements for judicial positions is just several thousand, at best.

This Commission reviewed information that applicants for full-time judicial positions has decreased overall. The number of applicants per vacancy from the private sector has decreased. Justices and Judges, and those who aspire to a judgeship, do so with a commitment to public service. No one expects a judicial salary to match a salary in the private sector. Nevertheless, the American Bar Association (ABA) provides an informed perspective on the need for attracting highly-qualified judges, and has advocated for judicial salaries that maintain and enhance courts' ability to fulfill their public function. The ABA has stated, "While some financial sacrifice is expected of private citizens who assume governmental posts, there is a threshold below which subpar compensation poses a very real threat to the independence and quality of the judiciary." The Chief Justice referenced this statement by the ABA in explaining that locally, too, while those who apply do so to serve the public and there is a complicated calculation for each individual, salaries are highly relevant.

In addition to recruitment challenges, the Judiciary described retention challenges. In the recent five-year period, 24 Justices and Judges voluntarily retired before reaching the mandatory retirement age. This is a 25% increase in voluntary retirements over the prior five-year period. While there may be many strong reasons for individuals to retire, salaries and meaningful increases ahead can provide a counter-pull to retain. The Judiciary also presented information that 32 Justices and Judges who, based on years of service and age, are currently eligible for full retirement and may voluntarily retire. By the end of 2025, there will be at least 38 Justices and Judges in this category. This is 45% of the statewide bench. Salaries are one way to directly change the decision-making calculus for professionals considering whether an opportunity is right for them at each point in their career.

The Commission did note and accept that the role of the Chief Justice of the Hawai'i Supreme Court is that of the administrative head of the co-equal branch of government, Judiciary for the State of Hawai'i. The Commission believes the Chief Justice's compensation should reflect that responsibility in addition to his role as a jurist.

Accordingly, the Commission makes the following recommendations for Justices and Judges (see Figure 2):

- Effective July 1, 2025, increase the salary of the chief justice and associate justices of the supreme court by 10%; chief judge and associate judges of the

intermediate court of appeals by 10%; circuit court judges by 12%; and district court judges by 10%.

- Effective July 1, 2026, increase the salaries of all positions by 10%.
- Effective July 1, 2027, increase the salary of the chief justice and associate justices of the supreme court by 8%, chief judge of the intermediate court of appeals by 8%, associate judges of the intermediate court of appeals by 9%; circuit court judges by 9%, and district court judges by 8%.
- Effective July 1, 2028, July 1, 2029, and July 1, 2030, increase the salaries of all positions by 4% each year.

Figure 2 - Judicial Salary Recommendations

Position	No. of Pos	7/1/2025	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
Chief Justice, Supreme	1	272,940	300,240	324,264	337,236	350,724	364,752
Associate Justice, Supreme	4	263,652	290,016	313,212	325,740	338,772	352,320
Chief Judge, Intermediate	1	254,400	279,840	302,232	314,316	326,892	339,972
Associate Judge, Intermediate	6	245,088	269,592	293,856	305,616	317,844	330,552
Circuit Court Judge	33	243,156	267,468	291,540	303,204	315,336	327,948
District/Family/Per Diem Court Judge	50	225,828	248,412	268,284	279,012	290,172	301,776

Details regarding historical judicial salary increases may be found in the Appendices.

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, scope of work, responsibilities, workload, and historical and comparative pay of legislators.

The Commission is aware that due to the constitutionally mandated schedule of the legislature, there is a misperception that the Legislature is a part-time body and does not work year-round. In calculating the constitutionally required meeting dates and reviewing the Legislature's internal calendar, the Commission is convinced that Hawai'i state legislature is in fact a full-time legislature. Legislators work on projects before, during and after the legislative session and convene special sessions when necessary. Moreover, the scope and responsibilities of the Legislature exceed that of any county council in the state. The National Conference of State Legislatures categorizes the Hawai'i State Legislature as a full-time body.

The Commission believes that it is difficult for legislators to hold an additional job to supplement their pay. It is thereby important that legislators be paid a "living wage," to enable a larger group of individuals interested in public service to run for legislative office.

Furthermore, the annual salary for state legislators is 15% lower than the median salary of the county councils in the State of Hawai'i, and is 37% below the salaries of council members of the City and County of Honolulu. Annual salary for the Senate President and House Speaker is currently 14% below the median of the council chairs, and 35% below the salary of the chair of the council of the City and County of Honolulu. The Commission sought to address this disparity in its recommendations, recognizing the statewide scope of legislators' responsibilities versus county-specific for the County Councils.

Additionally, the state budget, over which the legislature presides, is approximately five times larger than that of the City and County of Honolulu, and twenty times larger than the average of the neighbor island counties' budgets. Furthermore, the state budget encompasses all three branches of government, the University of Hawaii, and the Office of Hawaiian Affairs.

At the March 4, 2025 meeting, Commissioners received testimony submitted by four current members of the State House of Representatives suggesting that base salaries for legislators be set at 100% of the Area Median Income (AMI) for Honolulu as a single earner. Commissioners agreed that this approach aligned with their discussions to date regarding legislators' salaries and found this input constructive in amending and finalizing recommendations for the Legislature.

Article XVI of the Constitution states that any salary change shall not apply to the legislature to which the recommendations were submitted. Therefore, pursuant to HRS 26-56(d), the 2025 Commission can only make recommendations for the House and

Senate from January 1, 2027, until December 31, 2030. Plainly stated, the legislature may receive salary adjustments for only four years of the six-year cycle covered by the Commission on Salaries paid per calendar year.

The Commission recognizes the constitutional preclusion of Commission recommendations applying to the Legislature to which the recommendation for the change in salaries was submitted; however, it does believe that the Legislature as the policy making body for the State of Hawai'i must attract talented and committed individuals from diverse backgrounds, and salary should not be a deterrent to running for office.

As with the Governor and the Chief Justice, the Senate President and the Speaker of the House are the administrative heads of their respective Chambers and have additional responsibilities to their legislative duties. They hold their positions due to the election of their peers and should be compensated for their additional duties.

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

- Effective January 1, 2025, and January 1, 2026, legislators will have "0" increase in salary.
- Effective January 1, 2027, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives by 32%.
- Effective January 1, 2028, and January 2029, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives by 4% each year.
- Effective January 1, 2030, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives by 8%.

Figure 3 - Legislative Salary Recommendations

Position	No. of Pos	1/1/2027	1/1/2028	1/1/2029	1/1/2030
House Speaker/ Senate President	2	109,632	114,012	118,572	128,052
Representative/Senator	74	97,896	101,808	105,876	114,348

As a result of these recommendations, the Legislature's salaries in 2030 will be roughly equal to the 2024 salaries for the City Council of the City and County of Honolulu. While it is likely this gap may never be closed, these recommendations create a significantly improved parity with county councils than currently exists.⁸

Some Commissioners feel that it's important to note that, when averaged out over the six years covered by the 2025 Commission on Salaries recommendation and the first two years of the 2031 Commission's recommendation (during which legislators will receive no increases), the average annual increase for legislators over that eight-year period will be 6%.

⁸ See Appendix D-2.

Conclusion

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

The salaries addressed by this report are for the individuals who run government. The Commission believes that while they are in these positions because they wish to perform public service, they should not be hindered by the question of whether they can provide for themselves and their families while serving the people of this State. The Commission believes it is important to set salaries that attract qualified and committed individuals to government service, and that minimize financial sacrifices for doing so.

Many individuals made the effort to attend Commission meetings, provide testimony, conduct research and respond to questions from the Commission. We wish to thank each of these individuals for their valuable input and contribution to the completion of this report.

Finally, the Commission wishes to thank the staff of DHRD for their outstanding efforts to enable our work. We realize the demands were heavy to provide a comprehensive, well-researched and thoughtful report, and were layered up on an already heavy workload borne by these dedicated public servants. This report would not have been possible without DHRD's tremendous support.

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



Colleen Hanabusa, Chairperson



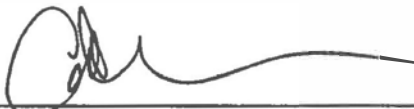
Wesley Machida, Vice Chairperson



Beth Amaro



Susan Arnett



Cathy Betts



Pankaj Bhanot



Margery Bronster

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APPENDIX

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- A-3 Attorney General Opinions
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- A-6 Comparative Analysis of Salaries of the Leaders of the Legislative, Judicial and executive Branches from 1999-2025
- A-7 Cumulative Percent Increases over 18-year Period
- A-8 2007, 2013 and 2019 COS Recommended and Approved Increases
- A-9 Federal Salary Increases History
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- A-11 Annual Salary Increases YOY 1994-2025
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All public testimony and recording of meetings are available on-line at [Department of Human Resources Development | Commission on Salaries: Executive, Judicial, and Legislative](#)

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.

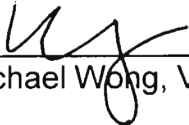
Similarly, the Commission noted that more comprehensive information and an increased understanding of relevant issues and needs are necessary for members because Commissioners may not come with subject matter knowledge and experience working in state government. In order to make informed decisions in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

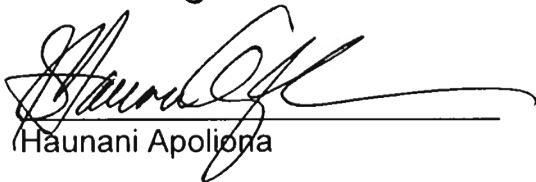
We, the undersigned members of the Commission, hereby respectfully submit this report and recommendations to the Thirtieth Legislature of the State of Hawai'i.



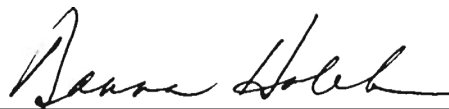
Michael P. Irish, Chairperson



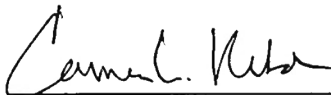
Rachael Wong, Vice Chairperson



Haunani Apoliona



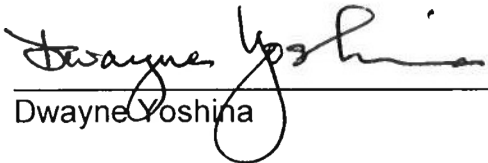
Danna Holck



Cameron Nekota



Beth Tokioka



Dwayne Yoshina

TABLES

Table 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%	

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]

LINDA LINGLE
GOVERNORMARK J. BENNETT
ATTORNEY GENERAL

RECEIVED

LISA M. GINOZA
FIRST DEPUTY ATTORNEY GENERAL

'07 MAR -1 08:51

STATE OF HAWAII
DEPARTMENT OF THE ATTORNEY GENERAL

2007 FEB 27 A 10:49

425 QUEEN STREET
HONOLULU, HAWAII 96813
(808) 586-1500

SPEAKER'S OFFICE

HUMAN RESOURCES DIV

February 26, 2007

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

Dear Speaker Say:

Re: Act 299, SLH 2006

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

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

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

The new section added to article XVI of the State

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

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

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

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

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

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

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

The Honorable Calvin K.Y. Say
February 26, 2007
Page 3

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

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

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

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

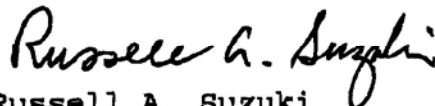
The Honorable Calvin K.Y. Say
February 26, 2007
Page 4

would remain in effect.

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

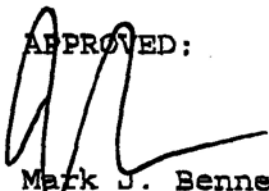
We hope that we have adequately responded to your inquiry. Please let us know if we can be of further assistance.

Very truly yours,



Russell A. Suzuki
Deputy Attorney General

APPROVED:



Mark J. Bennett
Attorney General

CALVIN K.Y. SAY
SPEAKER

HOUSE OF REPRESENTATIVES

STATE OF HAWAII
STATE CAPITOL
HONOLULU, HAWAII 96813



February 13, 2007

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

Dear Mr. Bennett:

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

Your opinion on the following question would be appreciated:

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

I would appreciate your response by March 5, 2007.

Sincerely,

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

**Calvin K.Y. Say
Speaker**

CALVIN K.Y. SAY
SPEAKER

HOUSE OF REPRESENTATIVES

STATE OF HAWAII
STATE CAPITOL
HONOLULU, HAWAII 96813



February 6, 2007

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

Dear Mr. Bennett:

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

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

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

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

Sincerely,

A handwritten signature in black ink, appearing to read "Calvin K.Y. Say".

CALVIN K.Y. SAY
Speaker



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

November 2, 2012

TO: The Honorable Barbara A. Krieg
Director
Department of Human Resources and Development

FROM: Russell A. Suzuki *Russell A. Suzuki*
First Deputy Attorney General

SUBJECT: Salary Commission

This responds to your question emailed on October 31, 2012.

Q. Can the Commission on Salaries set an incremental increase for legislators to take effect after November 2018 or does the Commission instead have to schedule the last increase for a date before November 2018 (when the next Commission is expected to convene)?

A. We believe that Section 26-56(d), Hawaii Revised Statutes clearly requires that the last incremental increase for legislators must be scheduled for a date prior to **November 2018**.

Section 26-56(d), Hawaii Revised Statutes, provides in part that:

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. (Emphasis added).

We believe that the prior commission did not correctly apply section 26-56(d) when it set an incremental increase for legislators that was to take effect beyond the convening of the next commission. We do not agree that the same six-year measure is required for legislators.

Paragraph 2 of Section 26-56(d) provides that:

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.** (Emphasis added).

If you are asking whether the incremental increases for legislators must be identical amongst the categories of public officers who are within the purview of the Commission, we advise that they do not. The Commission could take into consideration the fact that for legislators any recommendation would not be applicable to the Twenty-seventh State Legislature and would be applied to legislators of the Twenty-eighth State Legislature until November 2018. The standard by which the Commission's adjustments would be tested is generally whether the differences amongst the categories of officers bear a reasonable relationship to a legitimate state interest. See Eielson v. Parker, 179 Conn. 552, 427 A.2d 814 (1980); New York City Managerial Employees Ass'n. v. Dinkins, 807 F.Supp. 958 (U.S.D.C., S.D.N.Y. 1992) (Equal protection challenge based upon economic classification must be judged under a rational basis standard.) We believe that the incremental increases could be adjusted for legislators by taking into consideration the fact that the effective period for them would not include increases for the first two years that other public officers would receive.

JOSH GREEN, M.D.
GOVERNOR



ANNE E. LOPEZ
ATTORNEY GENERAL

MATTHEW S. DVONCH
FIRST DEPUTY ATTORNEY GENERAL

STATE OF HAWAII
DEPARTMENT OF THE ATTORNEY GENERAL
Ka 'Oihana O Ka Loio Kuhina
425 QUEEN STREET
HONOLULU, HAWAII 96813
(808) 586-1500

December 2, 2024

Chair Colleen Hanabusa
Commission on Salaries
c/o Department of Human Resources Development
Leiopapa A Kamehameha Building, Room 1202
235 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Hanabusa:

This responds to your request for a legal opinion regarding the “legal parameters” of the Commission on Salaries. More specifically, this letter provides advice on whether the Commission on Salaries can make a recommendation for other types of compensation, such as fringe benefits.

Discussion

The Commission on Salaries is established by Article XVI, section 3.5 of the Hawaii State Constitution. It provides in relevant part:

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 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. (Emphasis added).

The duties of the Commission on Salaries is also provided for in Hawaii Revised Statutes §26-56(b), which states in part, “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...” (Emphasis added). Additionally, Hawaii Revised Statutes §26-56(d) provides, “the commission shall submit a report of its findings and its salary recommendations to the legislature, through the governor.” (Emphasis added).

Based on the foregoing, the Commission on Salaries is charged with reviewing and making recommendations on the appropriate salaries of certain enumerated state officers. To further understand the scope of the Commission’s authority to make a recommendation requires a legal interpretation of the term “salary.”

The Supreme Court of Hawaii has repeatedly recognized that “[w]hen construing a statute, our foremost obligation ‘is to ascertain and give effect to the intention of the legislature’ which ‘is to be obtained primarily from the language contained in the statute itself.’” In re Hawaiian Telephone Co., 61 Haw. 572, 577, 608 P.2d 383, 387 (1980). When interpreting statutes, Hawaii law recognizes that that a fundamental starting point for statutory interpretation is the language of the statute itself. See Haw. Gov’t Emps. Ass’n, AFSCME Local 152, AFL-CIO v. Lingle, 124 Haw. 197, 202, 239 P.3d 1, 6 (2010).

Both Article XVI, Section 3.5 of the Hawaii State Constitution and Hawaii Revised Statutes §26-56 specifically use the term “salary” or “salaries.” This term is repeatedly used throughout these sections. The online version of the Merriam-Webster dictionary defines salary as “fixed compensation paid regularly for services.” The online version of the Oxford Languages dictionary offers an expanded definition of salary that states “fixed regular payment, typically paid on a monthly or biweekly basis but often expressed as an annual sum, made by an employer to an employee, especially a professional or white-collar worker. Compare with wage.” Based on these definitions of salary, other types of compensation that are not fixed and paid regularly, such as retirement benefits or per diem, do not seem to fall within the definition of salary.

Courts of other jurisdictions have also recognized that although fringe benefits may be considered compensation, they are not considered salary in the

Chair Colleen Hanabusa
December 2, 2024
Page 3

strictest sense of the word. See State ex rel. Parsons v. Ferguson, 46 Ohio St. 2d 389, 348 N.E.2d 692 (1976).

Our office previously opined that the term “salary” does not mean “compensation” and while fringe benefits constitute “compensation”, they are not considered “salary.” (Attorney General Opinion 85-1, page 4, attached).

Finally, other sections of the Hawaii Revised Statutes specifically provide for other allowances or per diem type benefits. For example, Hawaii Revised Statutes §24-2, §24-3, §24-4, and §24-5 provide allowance for expenses for members of the legislature. The fact that the legislature has specifically addressed these types of benefits in other sections of the Hawaii Revised Statutes further indicates that these benefits are not contemplated within the definition of salary in section 26-56(b). The fringe benefits, therefore, are not within the scope of what the Commission on Salaries may make a recommendation on.

Conclusion

Based upon the foregoing, the Commission on Salaries is charged with making a recommendation to the Legislature on salaries. The term salary does not include other types of compensation, such as fringe benefits.

We hope this adequately responds to your request. Please let me know if you would prefer an oral briefing at the next meeting of the Commission on Salaries scheduled for Friday, December 6, 2024.

Sincerely,



Elise A. Amemiya
Deputy Attorney General

APPROVED:



Anne E. Lopez
Attorney General

Attachment



GEORGE R. ARIYOSHI
GOVERNOR

MICHAEL A. LILLY
ATTORNEY GENERAL

CORINNE K.A. WATANABE
FIRST DEPUTY ATTORNEY GENERAL

STATE OF HAWAII
DEPARTMENT OF THE ATTORNEY GENERAL
STATE CAPITOL
HONOLULU, HAWAII 96813
(808) 548-4740

January 25, 1985

The Honorable Milton Holt
Senator, Eighteenth District
Thirteenth Legislature
State of Hawaii
State Capitol, Room 232
Honolulu, Hawaii 96813

Dear Senator Holt:

Re: Compensation of the UH President

This is in response to your oral request for our opinion as to whether a State employee may accept supplemental compensation paid with private donations for performing said employee's official public duties.

Briefly, we understand the facts to be as follows: The Board of Regents of the University of Hawaii (sometimes referred to herein as UH) is proposing a compensation package for the Board's candidate for the office of UH President consisting of, among other things, the following: an annual salary of \$80,000 and an array of fringe benefits such as life insurance, health and dental insurance, disability insurance, and an annuity for retirement benefits. While the annual \$80,000 salary will be paid out of public funds appropriated to the UH by the Hawaii State Legislature, the aforesaid fringe benefits will be paid by The University of Hawaii Foundation (Foundation)^{1/}, on behalf of

^{1/} The University of Hawaii Foundation is a Hawaii non-Profit corporation established in 1955 to further the following objects and purposes, as set forth in art. 3 of its Charter of Incorporation:

[T]o benefit the University of Hawaii, its faculty and students; to improve its standards and potentialities as an institution of higher learning and its usefulness in Hawaii; to grant scholarships, loans, and other assistance to young men and women of promise; to encourage and provide funds for research; to provide funds for the expenditure by the

the Board, with private donations. You have asked whether it is legal and proper for the UH President to receive such a compensation package.

We believe that the annual salary of \$80,000 offered to the candidate for the office of UH President is clearly within the authority of the Board of Regents under section 26-52, Hawaii Revised Statutes. The legality of the fringe benefits paid with private donations, however, is unclear.

The only statutory provision which specifically addresses the compensation of the UH President is section 26-52, Hawaii Revised Statutes, which establishes a statutory ceiling on the salary of the UH President.

Section 26-52 provides in pertinent part:

The salaries of the following state officers shall be as follows:

.

- (2) The salary of the president of the University of Hawaii shall be set by the board of regents, but shall not exceed \$95,000 a year.

Section 26-52 was amended by Act 282, 1984 Hawaii Session Laws 668, to authorize the Board of Regents to set the salary of the UH President within the specified \$95,000 ceiling. Prior thereto, section 26-52 established a limit on the salary of the UH President at \$53,460 a year.

In the subject compensation package, the salary proposed to be offered to the Board's candidate is \$80,000, which is well below the statutory \$95,000 ceiling. We have considered whether the term "salary" as used in section 26-52 means "compensation"

Ftn. 1 cont'd.

trustees in their discretion for the university purposes such as (without limiting the generality of the foregoing) securing lecturers, writers, and other persons of standing, competence, and ability in the general field of the humanities, the arts, social sciences, and natural sciences; and to promote the general welfare of the University of Hawaii.

To further the foregoing objects and purposes, the foundation solicits, accepts, and receives donations and utilizes those donations to, among other things, supplement the public funded salaries of certain University faculty members and to provide expense allowances to faculty members to enable them to further their research and professional development. See, Annual Report of The University of Hawaii Foundation.

in general and, if so, whether a statutory ceiling on the UH President's compensation is provided thereby.

The Hawaii Supreme Court has repeatedly instructed us that the primary objective in construing a statute is to ascertain and give effect to the intention of the Legislature as gleaned primarily from the language contained in the statute itself. State v. Ui, 66 Hawaii 366, 663 P.2d 630 (1983); Hawaii Public Employment Relations Board v. United Public Workers, Local 6464, 66 Hawaii 461, 667 P.2d 783 (1983); Survivors of Medeiros, v. Maui Land and Pineapple Co., 66 Hawaii 290, 660 P.2d 1316 (1983); Matter of Hawaiian Telephone Co., 61 Hawaii 572, 608 P.2d 383 (1980). In the case of Castle & Cooke Terminals v. Local 137 of International Longshoremen's and Warehousemen's Union, 110 F. Supp. 247 (D. Hawaii 1953), the United States District Court for Hawaii agreed that the primary rule of construction of a statute is that legislative intent is the controlling factor, and where statutory language is ambiguous, legislative committee reports may be considered. In In re Spencer, 60 Hawaii 497, 591 P.2d 611 (1979), the Hawaii Supreme Court gave effect to the intent of the Legislature as shown by its reports to the respective houses of the Legislature. With these principles of statutory construction in mind, we examined the language used by the Legislature in section 26-52 and the 1984 amendment thereto, effected by Act 282, and also examined the legislative history of Act 282.

Act 282 originated as Senate Bill No. 1918-84. The legislative committee reports on Senate Bill No. 1918-84 uniformly state that the purpose of the bill was to provide for a statutory ceiling on the salary of the UH President. There is no express statement therein which indicates that this statutory ceiling was intended to apply to any and all forms of compensation.

Courts of other jurisdictions have considered the distinction between "salary" and "compensation" in the context of an examination of fringe benefits. In State ex rel. Parsons v. Ferguson, 46 Ohio St. 2d 389, 348 N.E.2d 692 (1976), involving the payment of health insurance premium payments for two county officers, the Supreme Court of Ohio noted as follows:

Fringe benefits, such as the payments made here, are valuable perquisites of an office, and are as much a part of the compensations of office as a weekly pay check. It is obvious that an office holder is benefitted and enriched by having his insurance bill paid out of public funds, just as he would be if the payment were made directly to him, and only then transmitted to the insurance company. Such payments for fringe benefits may not constitute "salary," in the strictest sense of that word, but they are compensation. [Emphasis added.]

348 N.E.2d at 694.

Moreover, we note that section 26-52 establishes salaries of various state department heads and executive officers. The salaries of department heads of various state departments are established at \$50,490 a year. In addition to this statutorily established salary, the department heads, like other public employees, receive a number of fringe benefits which are provided by law, in addition to and as a supplement to the salary prescribed in section 26-52. These include employer contributions on behalf of the employee to the Employees' Retirement System of the State of Hawaii (sections 88-122 to 88-125), employer contribution on behalf of the employee to the Hawaii Public Employees Health Fund for the partial cost of a health benefits plan (section 87-4), employer contribution on behalf of certain children of the employee to the Health Fund for those children's dental benefit (section 87-4), and employer contribution to the Health Fund for life insurance benefits (section 87-4). Section 87-4(f) expressly states that "[c]ontributions made by the State . . . shall not be considered as wages or salary of an employee-beneficiary."

Based upon the foregoing, it is our opinion that the term "salary" as used in section 26-52 does not mean "compensation" and, further, that while fringe benefits constitute "compensation" they are not "salary" within the meaning of and for purposes of section 26-52.

Thus, while we believe that it is only the salary component of the UH presidential candidate's compensation package which must pass muster under section 26-52, and that indeed, in this instance, it does, a further question exists as to the fringe benefit component of the package.

Section 6 of article X of the Constitution of the State of Hawaii provides as follows:

Section 6. There shall be a board of regents of the University of Hawaii, the members of which shall be nominated and, by and with the advice and consent of the senate, appointed by the governor. At least part of the membership of the board shall represent geographic subdivisions of the State. The board shall have the power, as provided by law, to formulate policy, and to exercise control over the university through its executive officer, the president of the university, who shall be appointed by the board; except that the board shall have exclusive jurisdiction over the internal organization and management of the university. This section shall not limit the power of the legislature to enact laws of statewide concern. [Emphasis added.]

Furthermore, "as provided by law," the Board of Regents may receive gifts from sources such as the Foundation, and expend or use such gifts for the purposes of the University. Section 304-7, Hawaii Revised Statutes, provides as follows:

§304-7 Gifts. The board of regents may receive, manage, and invest moneys or other property, real, personal, or mixed, which may be given, bequeathed, devised, or in any manner received from sources other than the legislature or any federal appropriation for the purpose of the university, its improvement or adornment, or the aid or advantage of students or faculty, and in general act as trustee on behalf of the university for any of such purposes or objects.

The board shall cause to be kept suitable books of account wherein shall be recorded each gift, the essential facts of the management thereof, and the expenditure of the income, and a statement of all trust funds shall be included in the annual report to the governor.

The broad powers conferred upon the board by section 304-7 coupled with the "internal management" provision of section 6 of article X of the State Constitution may seem, at first blush, to answer the present inquiry. That is, they appear to support the conclusion that, with respect to the control of the internal management of the University, and especially with regard to the receipt and use of gifts for university purposes, the Board of Regents has great and wide powers, including the power to establish a compensation package for the UH President, which, so long as it does not violate section 26-52, would be legal.

The problem we have encountered with this analysis, however, is that arguably other statutes that have been considered to be "laws of statewide concern," in addition to section 26-52, may also be interpreted as limiting the authority of the Board of Regents with respect to compensation of UH employees. For example, section 88-41, Hawaii Revised Statutes, states:

No other provision in any other statute which provides wholly or partly at the expense of the State or any county for pensions or retirement benefits for employees of the State or of any county, their surviving spouses or other dependents shall apply to members, retirants or beneficiaries of the system established by this part and part VII of this chapter, their surviving spouses or other dependents, except such benefits as may be provided under Title II of the Social Security Act. [Emphasis added.]

While we appreciate that those parts of the subject compensation package which provide retirement benefits are not expressly set forth in a statute, it seems reasonable to read section 88-41 as expressing a legislative intent that public moneys shall not be used to provide retirement benefits in excess of those provided for in chapter 88. In this regard, if one were to view the gift from the Foundation as constituting public funds, when used by or at the direction of the Board of Regents, then the compensation

package appears to be contrary to the legislative intent expressed in section 88-41.

Moreover, section 89C-2, Hawaii Revised Statutes, appears to indicate the Legislature's intent to legislatively control other benefits, such as the insurance benefits in the subject compensation package. Section 89C-2, in pertinent part, provides as follows:

§89C-2 Adjustments authorized; limitations, restrictions. Any provision of law to the contrary notwithstanding, the compensation, hours, terms, and conditions of employment, amounts of contributions by the State and respective counties to the Hawaii public employees health fund, and other benefits for public officers and employees who are excluded from collective bargaining shall be adjusted by the chief executives of the State or counties, the board of education, the board of regents, the auditor, the director of the legislative reference bureau, the ombudsman, or the chief justice, as applicable. The chief executives, the board of education, the board of regents, the auditor, the director of the legislative reference bureau, the ombudsman, and the chief justice, or their designated representatives, shall determine the adjustments to be made and which excluded officers or employees are to be granted adjustments under this chapter, in accordance with the following guidelines and limitations:

. . . .

- (2) No adjustment in compensation, hours, terms, and conditions of employment, amounts of contributions by the State and respective counties to the Hawaii public employees health fund, or other benefits shall be established which is in conflict with the system of personnel administration based on merit principles and scientific methods governing the classification of positions and the employment conduct, movement, and separation of public officers and employees.
- (3) The compensation of officers or employees whose salaries presently are limited or fixed by legislative enactment shall not be adjusted under this chapter, but shall continue to be adjusted by the appointing authority within limits established by law or by legislative enactment.

. . . .

- (5) Adjustments to the amounts of contributions by the State and respective counties to the Hawaii public employees health fund on behalf of officers or employees

January 25, 1985

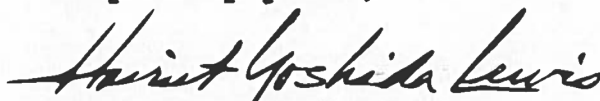
who are not covered by adjustments made under this chapter shall be made by legislative enactment.
[Emphases added.]

It is commonly understood that Hawaii's governmental personnel matters are deemed to be matters of statewide concern which typically are dealt with by the Legislature in comprehensive statutes providing for a large measure of uniformity in the treatment of employees. See, e.g., chapters 76 and 77, Hawaii Revised Statutes; City and County of Honolulu v. Ariyoshi, 67 Hawaii ___, 689 P.2d 757, 764 (1984); HGEA v. County of Maui, 59 Hawaii 65, 576 P.2d 1029 (1978). The compensation package being offered to the UH presidential candidate constitutes a significant departure from this norm.

On the other hand, the amendment made to section 26-52(2) by Act 282 of 1984, which increased the maximum salary of the UH President to an amount over one hundred eight-eight percent of the salaries of the other department heads and executive officers of the State, does indicate a legislative intent to treat the UH President as an exception to the norm. Since, however, the Legislature did not expressly address the fringe benefit component in 1984 and because said component represents a significant departure from the pattern of compensation established by the Legislature for public employees generally, we are not able to establish clearly and convincingly the legality or illegality of said component. Under the circumstances, we believe that the most satisfactory means of resolving this matter would be for the Legislature to address it.

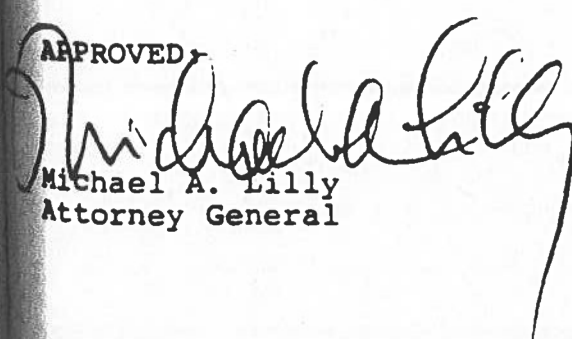
If we can be of further assistance, please do not hesitate to contact us.

Very truly yours,



Harriet Yoshida Lewis
Deputy Attorney General

APPROVED:



Michael A. Lilly
Attorney General

JOSH GREEN, M.D.
GOVERNOR



ANNE E. LOPEZ
ATTORNEY GENERAL

STATE OF HAWAII
DEPARTMENT OF THE ATTORNEY GENERAL
Ka 'Oihana O Ka Loio Kuhina
425 QUEEN STREET
HONOLULU, HAWAII 96813
(808) 586-1500

MATTHEW S. DVONCH
FIRST DEPUTY ATTORNEY GENERAL

December 12, 2024

Chair Colleen Hanabusa
Commission on Salaries
c/o Department of Human Resources Development
Leiopapa A Kamehameha Building, Room 1202
235 South Beretania Street
Honolulu, Hawai'i 96813

Re: Request for Written Advice on December 6, 2024

Dear Chair Hanabusa:

On December 6, 2024, you asked us what information and criteria the Commission on Salaries ("Commission") may use to make its recommendation on salaries. The Hawaii State Constitution and Hawaii Revised Statutes are silent as to the information and criteria that may be used by the Commission. Our opinion is that this issue is left to the good judgment of the Commission.

As previously advised, both Article XVI, section 3.5 of the Hawaii State Constitution and Hawaii Revised Statutes §26-56 are clear that the Commission is charged with making a recommendation on salaries. However, both sections are silent as to any specific criteria that the Commission should use in making its recommendations, and does not provide any guidance on what information the Commission should review in formulating its recommendations.

The Supreme Court of Hawaii has repeatedly recognized that "[w]hen construing a statute, our foremost obligation 'is to ascertain and give effect to the intention of the legislature' which 'is to be obtained primarily from the language contained in the statute itself.'" In re Hawaiian Telephone Co., 61 Haw. 572, 577, 608 P.2d 383, 387 (1980). Moreover, the Court has stated that, "where the statute is clear and unambiguous, we are bound by its plain and unambiguous language. We cannot change the language of the statute, supply a want, or enlarge upon it in

Chair Colleen Hanabusa
December 12, 2024
Page 2

order to suit a certain state of facts. We do not legislate or make laws.” Carlisle v. One (1) Boat, 119 Haw. 245, 256, 195 P.3d1177, 1188 (2008).

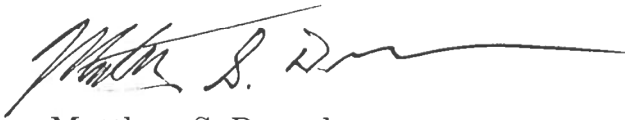
Therefore, because the statute directs the Commission to review and make a recommendation on salaries but does not specify the criteria to be used or the information to be considered, we believe the Commission determines what information it will consider and what criteria it will or will not consider in making its decision.

Sincerely,



Elise A. Amemiya
Deputy Attorney General

APPROVED:



Matthew S. Dvonch
Acting Attorney General

JOSH GREEN, M.D.
GOVERNOR



ANNE E. LOPEZ
ATTORNEY GENERAL

MATTHEW S. DVONCH
FIRST DEPUTY ATTORNEY GENERAL

STATE OF HAWAII
DEPARTMENT OF THE ATTORNEY GENERAL
Ka 'Oihana O Ka Loio Kuhina
COMMERCE AND ECONOMIC DEVELOPMENT DIVISION
425 QUEEN STREET
HONOLULU, HAWAII 96813
(808) 586-1180
FAX (808) 586-1205

December 23, 2024

Chair Colleen Hanabusa
Commission on Salaries
c/o Department of Human Resources Development
Leiopapa A Kamehameha Building, Room 1202
Honolulu, Hawaii 96813

RE: Rights and obligations of the Hawaii State Legislature pursuant to Art. XVI,
section 3.5 of the Hawaii State Constitution

Dear Chair Hanabusa:

I am informed that you asked for written advice from the Department of the Attorney General as to whether the Hawaii State Constitution permits the Legislature to act on a yearly basis to defer the salary recommendations of the State Salary Commission if the Legislature did not initially disapprove of these recommendations.

At this time, the salary recommendations have not yet been submitted and the Hawaii State Legislature has not yet had an opportunity to act upon them. Consequently, there is no current proposal to defer the recommendations of the State Salary Commission. If that situation should arise, we will be prepared to answer questions as to its constitutionality. Currently, however, the question is hypothetical and we can not know the particular facts and circumstances that will exist or what justifications might be raised. Given this, we are respectfully declining to answer this hypothetical question at this time.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Bryan C. Yee".

Bryan C. Yee
Supervising Deputy Attorney General

APPROVED:

A handwritten signature in blue ink, appearing to read "Anne E. Lopez".

Anne E. Lopez
Attorney General

JOSH GREEN, M.D.
GOVERNOR



ANNE E. LOPEZ
ATTORNEY GENERAL

MATTHEW S. DVONCH
FIRST DEPUTY ATTORNEY GENERAL

STATE OF HAWAII
DEPARTMENT OF THE ATTORNEY GENERAL
Ka 'Oihana O Ka Loio Kuhina
425 QUEEN STREET
HONOLULU, HAWAII 96813
(808) 586-1500

January 7, 2025

Chair Colleen Hanabusa
Commission on Salaries
c/o Department of Human Resources Development
Leiopapa A Kamehameha Building, Room 1202
235 South Beretania Street
Honolulu, Hawaii 96813

Re: Constitutionality of Act 2, SLH 2020 and Act 14, SLH 2021

Dear Chair Hanabusa:

This responds to your request for an opinion as to whether Act 2, SLH 2020 and Act 14, SLH 2021 are constitutional.

Article XVI, section 3.5 of the Hawaii State Constitution provides in relevant part:

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. (Emphasis added).

Act 2, SLH 2020 deferred the further implementation of the increased salary adjustment recommendations for officers of the executive and judicial branches of State government and members of the Legislature until July 1, 2021, due to the unprecedented economic downturn resulting from the COVID-19 pandemic. Act 14, SLH 2021 extended the deferral until December 31, 2022.

Based on the plain language of the Hawaii State Constitution, decreases in salary, despite the legislature not disapproving a recommendation by the Commission on Salaries, is allowed if done by general law applying to all salaried officers of the State. Act 2, SLH 2020 and Act 14, SLH 2021 were general laws applicable to salaried officers of the State – in other words, these laws did not single out one officer but was of general applicability to salaried officers of the State.

Chair Colleen Hanabusa
January 7, 2025
Page 2

Based on the foregoing, we believe Act 2, SLH 2020 and Act 14, SLH 2021 are constitutional.

Sincerely,

A handwritten signature in black ink, appearing to read 'Elise A. Amemiya'.

Elise A. Amemiya
Deputy Attorney General

APPROVED:

A handwritten signature in blue ink, appearing to read 'Anne E. Lopez'.

Anne E. Lopez
Attorney General

§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) Corrections and rehabilitation;
- (8) Defense;
- (9) Hawaiian home lands;
- (10) Health;
- (11) Human resources development;
- (12) Human services;
- (13) Labor and industrial relations;
- (14) Land and natural resources;
- (15) Law enforcement;
- (16) Taxation; and
- (17) 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; am L 2022, c 278, §23]

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JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR



COUNCIL ON REVENUES

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

September 10, 2024

KURT KAWAFUCHI
CHAIR

A-5

Kristi L. Maynard
VICE-CHAIR

MEMBERS:

Carl S. Bonham
Wendell Lee
Scott Hayashi
Mike Hamasu
Regina Ostergaard-Klem

The Honorable Josh Green, M.D.
Governor, State of Hawaii
Executive Chambers
State Capitol, Fifth Floor
Honolulu, HI 96813

Dear Governor Green:

The Council on Revenues held a meeting to forecast revenue growth for the General Fund on September 5th, 2024. While the Council expects relatively solid economic growth for the current and subsequent fiscal years, it lowered its forecast because of the significant tax relief legislation passed in the 2024 Legislature. The Council lowered its forecast to 3.5% from 4.8% for Fiscal Year (FY) 2025, 2.2% from 4.5% for FY 2026, 3.5% from 4.0% for FY 2027, 3.1% from 3.5% for FY 2028, 3.1% from 3.5% for FY 2029, 1.9% from 3.5% for FY 2030, and 3.1% for FY 2031.

The downward revision for all years accounts for the significant tax relief legislation and the revenue loss expected from laws passed by the 2024 Legislature. Act 46, SLH incrementally decreases the State's income tax burden over a seven-year period. Act 47, SLH 2024 reduces GET collections through its exemption of medical and dental services paid with Medicare, Medicaid, and TRICARE. The revenue impacts of both laws are incorporated in the Council's forecast. See below for the expected revenue impacts of each law.

A recovery of tourists on the island of Maui in the wake of the 2023 fires, an expected gradual return of Japanese visitors, a strong construction outlook, and the stimulative effects coming from the anticipated cuts to the Federal Reserve's benchmark rate make for a more favorable economic outlook for the State in the coming years. The Council believes these developments will provide a temporary boost to revenue growth in FY 2025 and FY 2026. After which, revenue growth will gradually revert to its long-term average rate.

The new forecasts for the State General Fund tax revenues FY 2025 through FY 2031 are shown in the table below.

General Fund Tax Revenues

Fiscal Year	Amount (in Thousands of Dollars)	Growth From Previous Year
2025	\$9,902,112	3.5%
2026	\$10,124,452	2.2%
2027	\$10,480,070	3.5%
2028	\$10,807,947	3.1%
2029	\$11,148,146	3.1%
2020	\$11,365,525	1.9%
2031	\$11,723,481	3.1%

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 2024 Legislature, including the following:

- Act 46, SLH 2024 increases the standard deduction amounts, with amendments taking effect in tax years 2024, 2026, 2028, 2030, and 2031. The act also amends the income tax brackets by increasing the income limits in each bracket, with amendments taking effect in tax years 2025, 2027, and 2029. The estimated revenue impact assumes the adjustment of the withholding tables on wages beginning January 1, 2025. The law became effective January 1, 2024. The estimated loss to the General Fund is \$240.3 million in FY 2025, \$596.6 million in FY 2026, \$740.1 million in FY 2027, \$922.7 million in FY 2028, \$1,052.6 million in FY 2029, \$1,262.3 million in FY 2030, \$1,347.5 million in FY 2031, and \$1,453.2 million in FY 2032.
- Act 47, SLH 2024 exempts medical services health care providers provide to patients who receive Medicaid, Medicare, or TRICARE benefits from the general excise tax. The exemption applies to taxable years beginning January 1, 2026. The estimated loss to the General Fund is \$33.6 million in FY 2026, \$77.5 million in FY 2027, \$81.0 million in FY 2028, \$84.5 million in FY 2029, \$88.2 million in FY 2030, and \$92.1 million in FY 2031.

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

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR



COUNCIL ON REVENUES

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

January 10, 2025

KURT KAWAFUCHI
CHAIR

Kristi L. Maynard
VICE-CHAIR

MEMBERS:

Carl S. Bonham
Wendell Lee
Scott Hayashi
Mike Hamasu
Regina Ostergaard-Klem

The Honorable Josh Green, M.D.
Governor, State of Hawaii
Executive Chambers
State Capitol, Fifth Floor
Honolulu, HI 96813

Dear Governor Green:

The Council on Revenues held a meeting to forecast revenue growth for the General Fund on January 8th, 2025. The Council increased the FY 2025 forecast and lowered the forecast for FY 2026-2029. The Council raised its forecast to 6.4% from 3.5% for Fiscal Year (FY) 2025. It lowered its forecast to -1.5% from 2.2% for FY 2026, 2.9% from 3.5% for FY 2027, 2.5% from 3.1% for FY 2028, 2.6% from 3.1% for FY 2029. The forecast for FY 2030 and FY 2031 was unchanged at 1.9% and 3.1%, respectively.

The upward revision in FY 2025 reflected a one-off boost of \$315 million to estate tax collections in September 2024. The negative growth number in FY 2026 is due in part to a higher base in the previous fiscal year. The Council lowered its growth forecast by 0.5% for each year in FY 2027-29, reflecting a slightly more pessimistic economic outlook surrounding the recent election and outmigration.

The forecast accounts for the significant tax relief legislation passed by the 2024 Legislature. Act 46, SLH 2024 incrementally decreases the State's income tax burden over a seven-year period. Act 47, SLH 2024 reduces GET collections through its exemption of medical and dental services paid with Medicare, Medicaid, and TRICARE. The revenue impacts of both laws are incorporated in the Council's forecast. See below for the expected revenue impacts of each law.

A recovery of tourists on the island of Maui in the wake of the 2023 fires, an expected gradual return of Japanese visitors, and a strong construction outlook make for a more favorable economic outlook for the State in the coming years. The Council believes these developments will provide a temporary boost to revenue growth in FY 2025 and FY 2026. After which, revenue growth will gradually revert to its long-term average rate.

The new forecasts for the State General Fund tax revenues FY 2025 through FY 2031 are shown in the table below.

General Fund Tax Revenues

Fiscal Year	Amount (in Thousands of Dollars)	Growth From Previous Year
2025	\$10,180,685	6.4%
2026	\$10,027,975	-1.5%
2027	\$10,318,786	2.9%
2028	\$10,576,756	2.5%
2029	\$10,851,752	2.6%
2020	\$11,057,935	1.9%
2031	\$11,400,731	3.1%

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 Legislature, including the following:

- Act 46, SLH 2024 increases the standard deduction amounts, with amendments taking effect in tax years 2024, 2026, 2028, 2030, and 2031. The act also amends the income tax brackets by increasing the income limits in each bracket, with amendments taking effect in tax years 2025, 2027, and 2029. The estimated revenue impact assumes the adjustment of the withholding tables on wages beginning January 1, 2025. The law became effective January 1, 2024. The estimated loss to the General Fund is \$240.3 million in FY 2025, \$596.6 million in FY 2026, \$740.1 million in FY 2027, \$922.7 million in FY 2028, \$1,052.6 million in FY 2029, \$1,262.3 million in FY 2030, \$1,347.5 million in FY 2031, and \$1,453.2 million in FY 2032.
- Act 47, SLH 2024 exempts medical services health care providers provide to patients who receive Medicaid, Medicare, or TRICARE benefits from the general excise tax. The exemption applies to taxable years beginning January 1, 2026. The estimated loss to the General Fund is \$33.6 million in FY 2026, \$77.5 million in FY 2027, \$81.0 million in FY 2028, \$84.5 million in FY 2029, \$88.2 million in FY 2030, and \$92.1 million in FY 2031.
- Act 62, SLH 2023 amends the cigarette tax and tobacco tax. Beginning January 1, 2024, the Act imposes a tax of 70% of the wholesale price of each electronic smoking device or e-liquid sold, used, or possessed by a wholesaler or dealer, whether or not sold at wholesale, or if not sold, then at the same rate upon the use by the wholesaler or dealer. The Act increases the wholesaler and dealer license fee from \$2.50 to \$250. It also increases the retail tobacco permit fee from \$20 to \$50. The Act became effective on July 1, 2023. The estimated gain to the General Fund is \$6.4 million in FY 2024, \$15.8 million in FY 2025, \$16.3 million in FY 2026, \$18.6 million in FY 2027, \$17.3 million in FY 2028, \$17.8 million in FY 2029, and \$18.3 million in FY 2030.

- Act 163 SLH 2023 amends the household and dependent care services credit by increasing the cap on employment-related expenses that may be used to claim the credit from \$2,400 to \$10,000 for one qualifying individual and from \$4,800 to \$20,000 for two or more qualifying individuals. The Act also amends the EITC by increasing the amount of the credit from 20% to 40% of the federal EITC allowed. The Act amends the refundable food/excise tax credit by doubling the amount of credit per qualified exemption and increasing the adjusted gross income limits by \$10,000 in all income brackets. Act 163 became effective on June 30, 2023, applies to taxable years beginning after December 31, 2022, and will be repealed on December 31, 2027. The estimated decline to the General Fund is \$89.2 million in FY 2024, \$88.0 million in FY 2025, \$87.6 million in FY 2026, \$87.7 million in FY 2027, and \$88.2 million in FY 2028. There are no General Fund impacts expected in FY 2029-30 due to the expiration date.

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 components, such as revenues from the general excise tax and the individual income tax that the Council does not forecast separately. The Department of Budget and Finance has also prepared the attached report to update its projections for change in non-tax and special tax revenues from its September 2024 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", with a stylized flourish at the end.

KURT KAWAFUCHI
Chair, Council on Revenues

Attachments

ESTIMATES OF GENERAL FUND TAX REVENUE: FY 2025 TO FY 2031

Results Based on Input Mean Forecasts

Line item projections generated by Tax Research & Planning Office to be consistent with the Council's forecast for the total General Fund tax revenues

(in thousands of dollars)

TYPE OF TAX	BASE		ESTIMATED						
	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
General Excise and Use Tax	\$4,408,473	\$4,446,125	\$4,786,580	\$5,110,995	\$5,306,285	\$5,433,543	\$5,535,961	\$5,605,204	\$5,676,750
Individual Income Tax	3,099,886	3,280,416	3,465,229	2,913,068	2,903,249	2,968,225	3,091,399	3,167,285	3,382,794
Corporate Income Tax	316,831	483,676	515,856	566,226	656,907	686,365	708,788	727,512	741,747
Public Service Company Tax	142,195	159,222	167,360	175,808	184,273	192,676	201,421	210,520	219,897
Tax on Insurance Premiums	203,791	211,352	228,955	217,850	221,349	229,611	237,726	246,774	256,070
Cigarette and Tobacco Tax	59,070	58,789	43,033	39,055	21,466	17,058	2,033	1,182	(820)
Liquor Tax	54,513	51,602	52,497	53,522	54,333	54,988	55,641	56,288	56,893
Tax on Banks and Other Financial Corps.	28,969	28,912	35,616	39,827	43,357	46,194	48,221	49,757	51,056
Inheritance and Estate Tax	58,083	55,794	57,139	58,499	59,826	61,113	62,421	63,750	65,089
Conveyance Tax	49,032	54,311	57,927	60,726	57,751	60,771	65,376	70,175	75,384
Miscellaneous Taxes*	22,886	22,639	22,556	22,475	22,394	22,313	22,232	22,152	22,074
Transient Accommodations Tax	756,578	715,475	747,937	769,924	787,596	803,899	820,533	837,336	853,797
GENERAL FUND TOTAL	\$9,200,305	\$9,568,313	\$10,180,685	\$10,027,975	\$10,318,786	\$10,576,756	\$10,851,752	\$11,057,935	\$11,400,731
GROWTH RATE	-1.7%	4.0%	6.4%	-1.5%	2.9%	2.5%	2.6%	1.9%	3.1%

* The figures on this line include penalty and interest charges, fees and license charges from various taxes, and allocations to the General Fund from the environmental response, energy and food security tax.

January 5, 2025

STATE OF HAWAII
CONSOLIDATED MULTI-YEAR GENERAL FUND REVENUES FROM SOURCES OTHER THAN TAX,
AND SPECIAL REVENUES FROM TAX & SOURCES OTHER THAN TAX
FISCAL YEARS 2024 - 2031
(in thousands of dollars)

<u>Sources</u>	<u>Actual/Est*</u> <u>FY 2024</u>	<u>Estimated</u> <u>FY 2025</u>	<u>Estimated</u> <u>FY 2026</u>	<u>Estimated</u> <u>FY 2027</u>	<u>Estimated</u> <u>FY 2028</u>	<u>Estimated</u> <u>FY 2029</u>	<u>Estimated</u> <u>FY 2030</u>	<u>Estimated</u> <u>FY 2031</u>
REVENUES - TAX								
Special Revenue Fund	1,157,298	1,225,248	1,241,219	1,276,062	1,302,388	1,326,474	1,346,214	1,348,922
REVENUES - OTHER THAN TAX								
License & Permits / Use of Money & Prop./ Other Agencies / Fines, Forfeits & Penalties / Repayment of Loans & Adv.	1,374,516	1,055,626	1,082,085	1,137,355	1,198,466	1,262,595	1,327,268	1,392,589
Federal	4,055,705	4,625,980	2,547,527	1,914,897	1,674,155	1,685,202	2,025,256	2,275,608
Federal COVID-19 Funds	215,818	184,431	200,771	71,871	0	0	0	0
Charges for Current Services	3,078,140	3,000,042	2,944,786	3,030,056	3,144,786	3,224,974	3,273,381	3,329,196
Non-Revenue Receipts	4,171,976	3,196,136	3,227,246	3,151,844	3,173,990	3,191,230	3,203,400	3,203,108
Office of Hawaiian Affairs	103,246	107,524	109,563	112,197	114,918	117,722	120,609	123,582
Judiciary	<u>35,014</u>	<u>34,992</u>	<u>35,285</u>	<u>35,285</u>	<u>35,285</u>	<u>35,285</u>	<u>35,285</u>	<u>35,285</u>
Subtotal Revenues - Other Than Tax	<u>13,034,415</u>	<u>12,204,731</u>	<u>10,147,262</u>	<u>9,453,505</u>	<u>9,341,600</u>	<u>9,517,008</u>	<u>9,985,199</u>	<u>10,359,368</u>
TOTAL REVENUES	14,191,713	13,429,979	11,388,481	10,729,567	10,643,988	10,843,482	11,331,413	11,708,290
ADJUSTMENTS - Revenue Transfers	<u>1,239,648</u>	<u>145,591</u>	<u>140,885</u>	<u>141,924</u>	<u>143,850</u>	<u>141,850</u>	<u>143,850</u>	<u>141,850</u>
TOTAL ADJUSTED REVENUES	<u>12,952,065</u>	<u>13,284,388</u>	<u>11,247,596</u>	<u>10,587,643</u>	<u>10,500,138</u>	<u>10,701,632</u>	<u>11,187,563</u>	<u>11,566,440</u>

Prepared by: Department of Budget & Finance
Note: Due to rounding, details may not add to totals.
* Unaudited, preliminary revenues.

January 8, 2025

Table 1

STATE OF HAWAII
GENERAL FUND
MULTI-YEAR REVENUES FROM SOURCES OTHER THAN TAX
FISCAL YEARS 2024 - 2031
(in thousands of dollars)

<u>Sources</u>	<u>Estimated</u> <u>FY 2024</u>	<u>Estimated</u> <u>FY 2025</u>	<u>Estimated</u> <u>FY 2026</u>	<u>Estimated</u> <u>FY 2027</u>	<u>Estimated</u> <u>FY 2028</u>	<u>Estimated</u> <u>FY 2029</u>	<u>Estimated</u> <u>FY 2030</u>	<u>Estimated</u> <u>FY 2031</u>
Licenses & Permits	1,107	1,088	1,088	1,348	1,329	1,329	1,069	1,069
Revenues from Use of Money and Property	164,391	12,443	12,952	13,148	13,359	13,410	13,492	13,510
Federal	8,380	11,225	11,295	11,295	11,295	11,295	11,295	11,295
Revenues from Other Agencies	13,877	5,000	5,000	5,000	5,000	5,000	5,000	5,000
Charges for Current Services	457,838	441,231	449,811	449,753	467,305	477,707	477,937	478,147
Fines, Forfeits & Penalties	79	1,051	1,051	1,051	1,051	1,051	1,051	1,051
Repayment of Loans & Advances	5,140	5,235	5,235	5,235	5,235	5,235	5,235	5,235
Non-Revenue Receipts	391,009	378,078	385,891	394,740	400,363	406,101	406,101	406,101
Judiciary	<u>25,591</u>	<u>25,569</u>	<u>25,569</u>	<u>25,569</u>	<u>25,569</u>	<u>25,569</u>	<u>25,569</u>	<u>25,569</u>
Total	<u>1,067,412</u>	<u>880,920</u>	<u>897,891</u>	<u>907,139</u>	<u>930,506</u>	<u>946,697</u>	<u>946,749</u>	<u>946,977</u>

Prepared by: Department of Budget & Finance
Note: Due to rounding, details may not add to totals.
*Unaudited, preliminary revenues.

January 8, 2025

STATE OF HAWAII
SPECIAL REVENUE FUND
MULTI-YEAR TAX REVENUES
FISCAL YEARS 2024 - 2031
(in thousands of dollars)

<u>Sources</u>	<u>Actual*</u> <u>FY 2024</u>	<u>Estimated</u> <u>FY 2025</u>	<u>Estimated</u> <u>FY 2026</u>	<u>Estimated</u> <u>FY 2027</u>	<u>Estimated</u> <u>FY 2028</u>	<u>Estimated</u> <u>FY 2029</u>	<u>Estimated</u> <u>FY 2030</u>	<u>Estimated</u> <u>FY 2031</u>
Transfer of Gen. Excise Tax	341,711	385,865	413,648	435,157	452,564	472,024	487,129	487,129
Transfer of Tobacco Tax	16,770	27,559	26,753	26,022	25,360	24,757	24,210	23,766
Liquid Fuel:								
Highway	76,446	76,475	76,551	76,627	76,704	76,780	76,857	76,933
Aviation	2,664	3,066	3,066	3,066	3,066	3,066	3,066	3,066
Small Boats	1,659	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Subtotal	80,769	81,141	81,217	81,293	81,370	81,446	81,523	81,599
Elec/Alt Fuel Vehicle Surcharge	1,103	1,664	1,966	2,497	2,996	3,446	3,790	3,980
Transfer of Transient Accom Tax	95,168	105,326	102,823	104,910	106,778	108,649	110,559	110,559
Motor Vehicle Weight Tax	80,591	95,697	88,805	89,249	89,696	90,144	90,595	91,048
Vehicle Registration Fee Tax	48,328	58,386	54,000	54,240	54,482	54,725	54,969	55,214
Vehicle Surcharge:								
Rental /Tour	105,647	114,233	124,535	135,121	141,572	143,695	145,851	148,039
Environmental Response Tax	3,977	4,553	4,553	4,553	4,553	4,553	4,553	4,553
Unemployment Comp Tax	333,560	301,000	301,000	301,000	301,000	301,000	301,000	301,000
Employment & Training	1,379	1,400	1,400	1,400	1,400	1,400	1,400	1,400
Election Campaign Contrib T.F.	92	124	119	120	117	135	135	135
Transfer of Banks & Fin. Corp Tax	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Transfer of Conveyance Tax	43,100	43,100	35,100	35,100	35,100	35,100	35,100	35,100
Transfer of Tax on Ins. Premiums	3,103	3,200	3,300	3,400	3,400	3,400	3,400	3,400
Total	<u>1,157,298</u>	<u>1,225,248</u>	<u>1,241,219</u>	<u>1,276,062</u>	<u>1,302,388</u>	<u>1,326,474</u>	<u>1,346,214</u>	<u>1,348,922</u>

Prepared by: Department of Budget & Finance
Note: Due to rounding, details may not add to totals.
* Unaudited

Table 3

January 8, 2025

STATE OF HAWAII
SPECIAL REVENUE FUND - SPECIAL FUNDS
MULTI-YEAR REVENUES FROM SOURCES OTHER THAN TAX
FISCAL YEARS 2024 - 2031
(in thousands of dollars)

<u>Sources</u>	<u>Estimated*</u> <u>FY 2024</u>	<u>Estimated</u> <u>FY 2025</u>	<u>Estimated</u> <u>FY 2026</u>	<u>Estimated</u> <u>FY 2027</u>	<u>Estimated</u> <u>FY 2028</u>	<u>Estimated</u> <u>FY 2029</u>	<u>Estimated</u> <u>FY 2030</u>	<u>Estimated</u> <u>FY 2031</u>
Licenses & Permits	28,707	29,797	29,929	29,319	30,231	29,529	31,034	30,993
Revenues from Use of Money and Property	196,206	192,280	183,930	181,712	185,030	185,258	180,405	176,132
Federal	363,239	360,299	361,475	362,625	362,625	362,625	362,625	362,625
Revenue from Other Agencies	89,511	96,009	96,013	96,017	96,016	96,016	96,016	96,016
Charges for Current Services:								
Utils & Other Enterprises	876,525	902,075	954,965	1,023,469	1,118,014	1,184,867	1,232,582	1,288,186
Others	1,285,299	1,376,138	1,386,701	1,399,272	1,402,290	1,405,623	1,406,435	1,406,850
Fines, Forfeits & Penalties	9,643	11,110	10,528	10,479	10,115	9,812	9,834	9,856
Non-Revenue Receipts	603,153	53,016	45,981	46,552	46,923	47,381	47,854	48,342
Judiciary	<u>9,423</u>	<u>9,423</u>	<u>9,716</u>	<u>9,716</u>	<u>9,716</u>	<u>9,716</u>	<u>9,716</u>	<u>9,716</u>
Total	<u>3,461,706</u>	<u>3,030,147</u>	<u>3,079,238</u>	<u>3,159,161</u>	<u>3,260,960</u>	<u>3,330,827</u>	<u>3,376,501</u>	<u>3,428,716</u>
Adjustments:								
Revenue Transfers	579,943	29,054	21,500	21,539	21,465	21,465	21,465	21,465
Adjusted Total	<u>2,881,763</u>	<u>3,001,093</u>	<u>3,057,738</u>	<u>3,137,622</u>	<u>3,239,495</u>	<u>3,309,362</u>	<u>3,355,036</u>	<u>3,407,251</u>

Prepared by: Department of Budget & Finance

Note: Due to rounding, details may not add to totals.

* Unaudited, preliminary

January 8, 2025

Table 4

STATE OF HAWAII
SPECIAL REVENUE FUND - OTHER THAN SPECIAL FUNDS
MULTI-YEAR REVENUES FROM SOURCES OTHER THAN TAX
FISCAL YEARS 2024 - 2031
(in thousands of dollars)

<u>Sources</u>	<u>Estimated*</u> <u>FY 2024</u>	<u>Estimated</u> <u>FY 2025</u>	<u>Estimated</u> <u>FY 2026</u>	<u>Estimated</u> <u>FY 2027</u>	<u>Estimated</u> <u>FY 2028</u>	<u>Estimated</u> <u>FY 2029</u>	<u>Estimated</u> <u>FY 2030</u>	<u>Estimated</u> <u>FY 2031</u>
Licenses & Permits	1,280	1,649	1,649	1,649	1,649	1,649	1,649	1,649
Revenues from Use of Money and Property	736,699	572,490	625,933	686,026	751,255	818,546	887,627	958,344
Federal	3,684,086	4,254,456	2,174,757	1,540,977	1,300,235	1,311,282	1,651,336	1,901,688
Federal COVID-19 Funds	215,818	184,431	200,771	71,871	0	0	0	0
Revenues from Other Agencies	52,631	30,242	30,042	30,042	30,042	30,042	30,042	30,042
Charges for Current Services	458,478	280,598	153,309	157,562	157,177	156,777	156,427	156,013
Fines, Forfeits & Penalties	1,230	1,035	1,069	1,070	1,069	1,069	1,069	1,069
Repayment of Loans & Advances	74,015	96,197	77,666	75,259	67,085	64,649	63,745	62,623
Non-Revenue Receipts	3,177,814	2,765,042	2,795,374	2,710,552	2,726,704	2,737,748	2,749,445	2,748,665
Office of Hawaiian Affairs	<u>103,246</u>	<u>107,524</u>	<u>109,563</u>	<u>112,197</u>	<u>114,918</u>	<u>117,722</u>	<u>120,609</u>	<u>123,582</u>
TOTAL	<u>8,505,297</u>	<u>8,293,664</u>	<u>6,170,133</u>	<u>5,387,205</u>	<u>5,150,134</u>	<u>5,239,484</u>	<u>5,661,949</u>	<u>5,983,675</u>
Adjustments:								
Revenue Transfers	581,866	24,085	26,085	24,085	26,085	24,085	26,085	24,085
Adjusted Total	<u>7,923,431</u>	<u>8,269,579</u>	<u>6,144,048</u>	<u>5,363,120</u>	<u>5,124,049</u>	<u>5,215,399</u>	<u>5,635,864</u>	<u>5,959,590</u>

Prepared by: Dept. of Budget & Finance

Note: Due to rounding, details may not add to totals.

* Unaudited, preliminary

January 8, 2025

Significant Changes from September 2024 Report

General Fund Non-Tax Revenues

Non-Revenue Receipts – the decreases in FYs 25-31 are attributed to decreases in Tax Administration Special Fund transfers to the general fund at the Department of Taxation (TAX).

Special Tax Revenues

State Motor Vehicle Registration Fee – the increase in FY 25 reflects a two-month delay in the receipt of motor vehicle registration fees (Department of Transportation (DOT)-Highways).

State Motor Vehicle Weight Tax – the increase in FY 25 is reflective of a two-month delay in the receipt of motor vehicle weight taxes (DOT-Highways).

Special Fund Non-Tax Revenues

Use of Money and Property – the net increases in FYs 25-31 primarily reflect annualizing anticipated interest earnings based on actuals (DOT-Airports and Highways).

Federal Grants – the net increases in FYs 24-31 primarily reflect increases to align with actual federal grant revenues (DOT-Highways).

Other Agencies – the decrease in FY 24 reflects actual hospital sustainability fees collected at the Department of Human Services (DHS).

Charges for Current Services – the net decreases in FYs 25-31 are based on actual revenues collected thus far in the first four months of FY 25 (TAX).

Charges for Current Services, Utilities – the net changes in FYs 24-31 reflect lower than anticipated motor vehicle customer facility charges and concession fees. The decreases are offset by increases in revenues for terminal rental spaces and landing fees (DOT-Airports).

Other Than Special Fund Non-Tax Revenues

Use of Money and Property – the net increase in FY 24 reflects revised actual monthly dwelling rent revenues at the Hawai'i Public Housing Authority (HPHA) at DHS.

Federal Grants – the net decrease in FY 24 reflects the update of actual federal grants received as of June 30, 2024, which were lower than anticipated previously, including those primarily for the federal medical assistance program at DHS under Title XIX of the Social Security Administration, and for public assistance for social services and training, foster care of needy and dependent children with special needs, offset by additional federal funds for vocational rehabilitation services for those with mental and physical handicaps and the First To Work program at DHS. The net increases in FYs 25-31 reflect additional federal funds for: the high-efficiency electric home rebate program at the Department of Business, Economic Development and Tourism (DBEDT); Elementary and Secondary Education Act grant funds to improve the teaching and learning of children at risk of failing and meeting State academic standards, grants for assistance in the education of handicapped students, and the National School Lunch Program at the Department of Education; home energy cost assistance, temporary assistance to needy families, federal low rent supplement contributions, Section 8 contract administration, the rehabilitation and modernization of low-income housing projects at the HPHA, food stamps program, federal reimbursement for child care development, the federal medical assistance program, and the First To Work program at DHS; additional federal funds were also projected for the Native Hawaiian Housing Block Grant at the Department of Hawaiian Home Lands.

Federal COVID-19 Funds – The net increase in FY 24 reflects the revised actual federal funds reimbursed for the Child Care Development Block Grant at DHS. The net decrease in FY 26 primarily reflects revised estimates of Coronavirus Aid, Relief, and Economic Security Act funds for disaster assistance relief at the Department of Defense.

Charges for Current Services – the net increases in FY 25 primarily reflect refunds, rebates from prescription drug plans, and network and performance guarantee payments on medical and dental plans from insurance carriers to the Hawai'i Employer-Union Health Benefits Trust Fund (EUTF) (Department of Budget and Finance (B&F)).

Non-Revenue Receipts – the net increases in FYs 25-31 reflect anticipated increases in employer premium contributions based on actual premiums paid by the State of Hawai'i, the City and County of Honolulu, Hawai'i County, Maui County, Kaua'i County, Charter Schools, and the various county water agencies at EUTF (B&F).

Repayments – the net increase in FY 25 reflects the transfer of estimated revenues collected in the Dwelling Unit Revolving Fund's sources of funds from the lower and middle-income resident loan category to HPHA loans due to a large loan payoff at Hawai'i Housing and Finance Development Corporation (DBEDT).

CUMULATIVE AND AVERAGE % INCREASE BY POSITION

A-6

Position	Cumulative % 1999-2018*	Cumulative % 1999-2024	Average Per- Year Increase
Chief Justice	135.0%	161.8%	3.93%
Governor	64.0%	99.9%	2.80%
Senate Pres/House Speaker	60.0%	91.4%	2.65%

*From COS January 8, 2025 handout for CJ and COS 2019 Report Page 60 for Governor and Senate President/House Speaker:
Chief Justice Salary in 1999 = \$94,780
Governor Salary in 1999 = \$94,780
Senate President/Speaker Salary in 1999 = \$43,400

Presented by Commissioner Beth Amaro
1/8/2025 COS meeting

Annual Salary Percentage Increases - 2007 through 2025 Based Upon Other COS 2025 Reference Materials										
	Governor	Lt. Gov.	Tier 1	Tier 2	Chief Justice	Assoc. Justices	Circuit Court	District Court	Speaker, Senate President	Reps, Senators
2008	5.00%	5.00%	5.00%	5.01%	10.00%	10.00%	10.42%	10.00%	0.00%	0.00%
2009	5.00%	14.71%	5.00%	5.00%	3.50%	3.50%	3.50%	3.50%	29.51%	35.68%
2010	-5.00%	-5.00%	-5.00%	-5.00%	-5.00%	-5.00%	-5.00%	-5.00%	-5.00%	-5.00%
2011	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2012	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2013	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.36%	10.40%
2014	22.53%	22.55%	22.55%	22.54%	36.44%	36.44%	36.44%	36.43%	11.91%	13.25%
2015	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.76%	1.99%
2016	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.77%	1.99%
2017	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.77%	1.99%
2018	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.78%	1.99%
2019	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	0.00%	0.00%
2020	4.00%	5.00%	5.00%	5.00%	0.85%	0.88%	0.98%	1.04%	0.00%	0.00%
2021	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2022	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2023	9.27%	10.31%	10.31%	10.32%	2.52%	2.62%	2.90%	3.08%	0.00%	0.00%
2024	2.50%	2.50%	2.50%	2.50%	0.82%	0.85%	0.94%	1.00%	15.58%	15.56%
2025	2.50%	2.50%	2.50%	2.50%	0.81%	0.84%	0.93%	0.99%	2.50%	2.50%
Totals:	55.80%	67.57%	57.86%	57.87%	59.94%	60.13%	61.11%	61.04%	70.94%	80.35%
<p>Methodology: Copied pertinent portion of COS 2025 chart under consideration included in materials, entitled "Schedule of Annual Salary Percentage Increases 1970 to 2025, Annual Salary % Increase Year-Over-Year." Specifically, this document is the portion pertaining to years 2008 through 2025 and percentages listed on the reference document for each public office. Year 2008 was selected as start for this document because that is the year the COS 2007 Recommendations took effect. For example, that set of recommendations began with an approximately 10% increase for Justices and Judges. Totals are not compounded. Note that salaries were frozen for all public officials whose salaries are set by the Commission on Salaries from 7/1/20 through 12/31/22 by Act 2 (SLH 2020) and Act 14 (SLH 2021).</p>										

Presented by Brandon Kimura
1/8/2025 COS meeting

[illegible]

Presented by Commissioner Wes Machida
1/8/2025 COS meeting

Federal Salary Increase History

Year	Senior Executive Service	Congress	Judicial
2024	4.7%	0%	4.6%
2023	4.1%	0%	4.1%
2022	2.2%	0%	2.2%
2021	1.0%	0%	1.0%
2020	4.0%	0%	4.0%
2019	1.4%	0%	1.4%
2018	1.4%	0%	1.4%
2017	1.0%	0%	1.0%
2016	1.0%	0%	1.0%
2015	1.0%	0%	1.0%
2014	1.0%	0%	14.3% *
2013	0.0%	0%	0.0%
2012	0.0%	0%	0.0%
2011	0.0%	0%	0.0%
2010	1.5%	0%	0.0%
2009	2.8%	2.8%	2.8%
2008	2.5%	2.5%	2.5%
Average	1.7%	0.3%	2.4%

* 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.

Schedule of Annual Salary Increases Comparison With Hawaii and U.S. CPI 1994 to 2023																			
																	</		

2023	325,954	304,702	\$	66,622	\$	180,348	\$	179,316	\$	179,316	\$	170,784	\$	244,116	\$	235,680	\$	213,096	\$	201,288	\$	70,104	\$	62,604
2024					\$	184,860	\$	183,804	\$	183,804	\$	175,056	\$	246,120	\$	237,684	\$	215,100	\$	203,292	\$	81,024	\$	72,348
2025					\$	189,480	\$	188,400	\$	188,400	\$	179,436	\$	248,124	\$	239,688	\$	217,104	\$	205,296	\$	83,052	\$	74,160
1/ U.S. Bureau of Labor Statistics introduced a new geographic area sample in January 2018 and expanded compilation from semi-annual to bimonthly and changed the name from 'Honolulu' to 'Urban Hawaii'. Despite the name change, the index still consists of Honolulu in the State of Hawaii. See also "Consumer Price Index Geographic Revision for 2018" < https://www.bls.gov/cpi/additional-resources/geographic-revision-2018.htm > accessed January 12, 2019. Source: U.S. Bureau of Labor Statistics, Consumer Price Index-All Urban Consumers (CPI-U) Urban Hawaii and the United States < https://www.bls.gov/data/#prices > accessed January 17, 2024.																								

Executive Salary Jurisdiction Comparisons

POSITIONS	STATE ¹	C&C HONOLULU	HAWAII	MAUI	KAUA'I
EFFECTIVE DATES: (EXCEPT AS NOTED)	7/1/24	7/1/24	7/1/24	7/1/24	7/1/24
GOVERNOR	\$189,480				
LT. GOVERNOR	\$188,400				
ADMIN DIRECTOR of the STATE	\$188,400				
MAYOR		\$217,392	\$209,028	\$159,578	\$164,472
M.D./ ADMIN. ASS'T./ DIR.		\$207,912	\$197,496	\$172,154	\$158,640
DEPUTY M.D.		\$197,136	\$170,676	\$154,939	
PROS ATTY		\$206,040	\$197,004	\$173,073	\$158,640
1ST DEPUTY PA		\$195,888	\$187,668	\$164,418	\$142,776
DEPUTIES: PA, Corp Counsel		\$78,120 - \$195,720 (PA) \$78,120 - \$195,720 (CC)	\$98,508 - \$169,920 (PA) ⁸ \$112,572 - \$166,980 (CC)	\$92,776 - \$158,288 (PA) \$104,029 - \$162,359 (CC)	\$136,512 (PA, CC)
DEPT. HEADS					
DAGS, DBEDT, DCCA, DHHL, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	\$179,436				
BUDGET & FINANCE	\$188,400	\$194,208	\$170,652	\$159,466	\$148,728
ATTORNEY GENERAL/CORP COUNSEL	\$188,400	\$199,776	\$197,004	\$173,073	\$158,640
HUMAN RESOURCES	\$179,436	\$194,208	\$165,384	\$155,080	\$142,776
INFO TECH		\$194,208	\$162,540		
POLICE		\$239,976	\$197,052	\$183,889	\$158,640
FIRE		\$232,368	\$194,400 ⁴	\$183,889	\$158,640 ⁴
MEDICAL EXAMINER		\$400,008			
EMERGENCY SERVICES		\$194,208			
PLANNING		\$194,208	\$170,676	\$158,996	\$148,728
PUBLIC WORKS			\$170,460	\$169,333	\$158,640 ⁵
DESIGN & CONSTRUCTION		\$194,208			
FACILITIES MAINTENANCE		\$194,208			
ENVIRONMENTAL SVCS/MGT		\$194,208	\$170,676	\$169,333	
LIQUOR		^	\$162,540	\$161,063	\$136,508
WATER		\$199,517.76 ⁶ (7/1/20)	\$175,980 ⁶	\$165,263	\$158,640
CUSTOMER SERVICES		\$194,208			
ENTERPRISE SERVICES		\$194,208			
HOUSING			\$162,540	\$155,392	\$142,776
COMMUNITY SERVICES		\$194,208			
LAND MANAGEMENT		\$194,208			
PARKS		\$194,208	\$165,540	\$156,332	\$148,728
RESEARCH & DEV./ECONOMIC DEV.			\$162,540		\$136,512
ROYAL HAWAIIAN BAND		\$184,272			
TRANSPORTATION		\$194,208		\$146,307	
AGRICULTURE				\$119,700	
DEPUTIES					
DAGS, DBEDT, DCCA, DHHL, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	\$156,096 - \$165,048				
BUDGET & FINANCE	\$163,896 - \$173,316	\$184,272	\$162,516	\$143,518	\$142,776
1ST DEPUTY AG/CORP COUNSEL	\$163,896 - \$173,316	\$195,888	\$187,668	\$164,418	\$142,776
HUMAN RESOURCES	\$156,096 - \$165,048	^^	\$157,668	\$139,571	
INFO TECH		\$184,272			
POLICE		\$228,864	\$187,668	\$174,694	\$142,776

POSITIONS	STATE ¹	C&C HONOLULU	HAWAII	MAUI	KAUA'I
EFFECTIVE DATES: (EXCEPT AS NOTED)	7/1/24	7/1/24	7/1/24	7/1/24	7/1/24
FIRE		\$221,592	\$184,680 ⁴	\$174,694	\$142,776 ⁴
MEDICAL EXAMINER		\$390,120			
EMERGENCY SERVICES		\$184,272			
PLANNING		\$184,272	\$162,540	\$143,097	\$136,512
PUBLIC WORKS			\$162,348	\$152,401	\$142,776 ⁵
DESIGN & CONSTRUCTION		\$184,272			
FACILITIES MAINTENANCE		\$184,272			
ENVIRONMENTAL SVCS/MGT		\$184,272	\$162,540	\$152,401	
LIQUOR				\$144,956	
WATER		\$190,448.76 ⁶ (7/1/20)	\$167,220 ⁶	\$147,511	\$142,776
CUSTOMER SERVICES		\$184,272			
ENTERPRISE SERVICES		\$184,272			
HOUSING				\$139,853	
COMMUNITY SERVICES		\$184,272			
LAND MANAGEMENT		\$184,272			
PARKS		\$184,272	\$157,668	\$140,700	\$142,776
RESEARCH & DEV/ ECONOMIC DEV.			\$146,292		
TRANSPORTATION		\$184,272		\$131,676	
AGRICULTURE				\$107,730	
LEGISLATIVE BRANCH					
	1/1/24	7/1/24	7/1/24	7/1/24	7/1/24
SPEAKERS/PRES	\$83,052				
MEMBERS HSE/SEN	\$74,160				
COUNCIL CHAIRPERSON		\$127,368	\$99,024	\$86,336	\$94,512
COUNCIL MEMBERS		\$117,360	\$90,024	\$80,299	\$84,672
COUNTY CLERK		\$194,208	\$162,540	\$173,073	\$148,728
DEPUTY COUNTY CLERK			\$146,292	\$164,418	\$142,776
COUNTY AUDITOR		\$194,208	\$162,540	\$159,370	\$148,728

¹ State departments have statewide responsibility for all islands.

² Salaries for the County of Kaua'i 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's 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

⁷ For Maui's Prosecuting Attorney and Corporation Counsel deputies, appointing authority can set the salary 20% higher or lower than the salary range, provided that the salary does not exceed that of the 1st Deputy.

⁸ For Hawaii, the minimum range of the Deputy Prosecuting Attorneys cannot be lower than 50% of the Prosecuting Attorney's salary.

^A City's Liquor Commission is headed by a civil service employee and is administratively assigned to the Department of Budget and Fiscal Services.

^{^^} City's HR Deputy is a Civil Service position

Last Updated 10/4/2024

**FB 23-25 Operating Budget
Statewide Totals By Department - All Funds**

	Budget Base* FY 2024	% of Total	Budget Base* FY 2025	% of Total	FY 2024	% of Total	FY 2025	% of Total
perm	768.50		768.50		794.50		794.50	
temp	33.05		33.05		33.05		33.05	
Accounting & General Svcs								
\$	189,784,932	1.2%	191,965,982	1.2%	234,535,847	1.3%	232,211,205	1.3%
perm	322.00		322.00		324.00		324.00	
temp	14.50		14.50		14.50		14.50	
Agriculture								
\$	47,893,703	0.3%	48,899,616	0.3%	55,299,845	0.3%	56,187,270	0.3%
perm	721.78		711.78		727.78		717.78	
temp	62.50		51.50		63.50		52.50	
Attorney General								
\$	119,611,995	0.7%	115,318,217	0.7%	121,487,940	0.7%	116,971,075	0.7%
perm	199.00		199.00		201.00		201.00	
temp	131.00		131.00		160.00		160.00	
Business, Econ. Dev. & Tourism								
\$	170,166,650	1.1%	171,246,414	1.1%	274,261,145	1.5%	261,173,785	1.5%
perm	384.50		384.50		385.50		385.50	
temp	-		-		-		-	
Budget and Finance								
\$	3,794,756,868	23.7%	3,796,056,404	23.7%	4,438,863,843	24.6%	4,174,686,862	23.4%
perm	533.00		533.00		533.00		533.00	
temp	18.00		18.00		18.00		18.00	
Commerce & Consumer Affairs								
\$	94,416,452	0.6%	96,291,486	0.6%	104,441,384	0.6%	106,060,670	0.6%
perm	282.00		277.00		298.00		293.00	
temp	230.50		222.00		220.50		212.00	
Defense								
\$	111,214,101	0.7%	111,061,992	0.7%	126,325,966	0.7%	119,356,750	0.7%
perm	20,270.25		20,270.25		20,423.25		20,423.25	
temp	2,147.00		2,147.00		2,147.00		2,147.00	
Education								
\$	2,406,322,430	15.1%	2,429,938,340	15.1%	2,504,398,276	13.9%	2,527,986,186	14.2%
perm	28.00		28.00		28.00		28.00	
temp	-		-		-		-	
Charter Schools								
\$	134,456,061	0.8%	135,956,738	0.8%	140,110,754	0.8%	142,722,413	0.8%
perm	563.50		563.50		564.50		564.50	
temp	-		-		-		-	
Public Libraries								
\$	45,616,691	0.3%	46,817,901	0.3%	49,484,927	0.3%	50,686,137	0.3%
perm	23.00		23.00		23.00		23.00	
temp	23.00		23.00		39.00		39.00	
Governor								
\$	4,070,588	0.0%	4,168,709	0.0%	6,221,153	0.0%	6,319,274	0.0%
perm	204.00		204.00		204.00		204.00	
temp	2.00		2.00		2.00		2.00	
Hawaiian Home Lands								
\$	65,311,961	0.4%	65,679,870	0.4%	65,311,961	0.4%	65,679,870	0.4%
perm	2,758.22		2,758.22		2,792.22		2,792.22	
temp	401.75		401.75		404.75		404.75	
Health								
\$	1,073,982,095	6.7%	1,081,374,286	6.7%	1,157,053,289	6.4%	1,242,466,071	7.0%

**FB 23-25 Operating Budget
Statewide Totals By Department - All Funds**

	Budget Base* FY 2024	% of Total	Budget Base* FY 2025	% of Total	FY 2024	% of Total	FY 2025	% of Total
	2,835.25		2,835.25		2,835.25		2,835.25	
HHSC	perm temp \$							
	674,480,925	4.2%	687,833,197	4.3%	782,476,025	4.3%	793,012,297	4.4%
	90.00		90.00		90.00		90.00	
Human Resources Development	perm temp \$							
	26,200,276	0.2%	26,492,966	0.2%	30,580,252	0.2%	31,797,862	0.2%
	2,293.75		2,293.75		2,298.75		2,298.75	
	99.00		99.00		96.00		96.00	
Human Services	perm temp \$							
	3,808,178,046	23.8%	3,811,256,471	23.8%	4,070,037,932	22.6%	4,077,671,475	22.8%
	531.50		531.50		532.50		532.50	
	61.50		61.50		61.50		61.50	
Labor and Industrial Relations	perm temp \$							
	508,943,961	3.2%	459,416,325	2.9%	497,273,567	2.8%	447,745,931	2.5%
	1,032.00		1,032.00		1,044.00		1,044.00	
	52.00		52.00		41.00		41.00	
Land and Natural Resources	perm temp \$							
	201,857,499	1.3%	204,509,016	1.3%	262,807,237	1.5%	225,360,262	1.3%
	450.00		450.00		520.00		520.00	
	19.50		19.50		19.50		19.50	
Law Enforcement	perm temp \$							
	22,256,982	0.1%	45,901,166	0.3%	33,967,463	0.2%	58,687,734	0.3%
	3.00		3.00		3.00		3.00	
	8.00		8.00		14.00		14.00	
Lieutenant Governor	perm temp \$							
	1,056,359	0.0%	1,090,240	0.0%	1,790,967	0.0%	1,824,848	0.0%
	3,001.60		2,586.60		3,021.60		2,606.60	
	46.00		46.00		46.00		46.00	
Public Safety	perm temp \$							
	312,605,530	2.0%	299,332,730	1.9%	316,898,669	1.8%	312,429,667	1.7%
	397.00		397.00		405.00		405.00	
	101.00		101.00		100.00		100.00	
Taxation	perm temp \$							
	32,138,382	0.2%	33,095,579	0.2%	44,483,199	0.2%	41,319,696	0.2%
	2,792.00		2,772.00		2,794.00		2,774.00	
	12.00		12.00		8.00		8.00	
Transportation	perm temp \$							
	844,695,700	5.3%	854,982,476	5.3%	1,351,350,481	7.5%	1,386,247,572	7.8%
	6,747.23		6,747.23		6,812.73		6,815.73	
	118.25		118.25		118.25		118.25	
University of Hawaii	perm temp \$							
	1,292,759,079	8.1%	1,321,451,846	8.2%	1,353,745,522	7.5%	1,382,898,661	7.7%
	47,231.08		46,781.08		47,655.58		47,208.58	
	3,580.55		3,561.05		3,606.55		3,587.05	
TOTAL REQUIREMENTS		100.0%	16,040,137,967	100.0%	18,023,207,644	100.0%	17,861,503,573	100.0%

*Based on each departments FY 23 appropriations from Act 88, SLH 2021, as amended by Act 248, SLH 2022, and Act 6, SSLH 2021; plus transfers, minus non-recurring costs, plus collective bargaining (CB) and Commission of Salaries allocation (except for federal, other federal funds, private funds, county funds, and American Rescue Plan funds) and plus or minus adjustments due to statutory changes, as applicable.

UNITED PUBLIC WORKERS (UPW)

Collective Bargaining Adjustments
7/1/2009 to 6/30/2025

BU 1

Blue-Collar, Non-Supervisor

Contract period	Effective Date	Pay Adjustment
7/1/2009 to 6/30/2011	3/16/2010 – 6/30/2010	17.14% pay reduction (13 days furlough from 1/1/2010 – 6/30/2010)
	7/1/2010 – 6/30/2011	9.23% pay reduction (24 days furlough during the period), except no furlough for special or federally funded programs from 3/1/2011 – 6/30/2011

Contract period	Effective Date	Pay Adjustment
7/1/2011 to 6/30/2013	12/1/2011 – 6/30/2012	9.23% pay reduction (14 days DLWOP ¹ during the period), except for 100% special, revolving, and federally funded programs
	7/1/2012 – 6/30/2013	5.00% pay reduction (13 days DLWOP during the period), except for 100% special, revolving, and federally funded programs

Contract period	Effective Date	Pay Adjustment
7/1/2013 to 6/30/2017	10/1/2013	2% ATB
	4/1/2014	2% ATB
	10/1/2014	2% ATB
	4/1/2015	2% ATB
	10/1/2015	2% ATB
	4/1/2016	2% ATB
	10/1/2016	2% ATB
	4/1/2017	2% ATB

Contract period	Effective Date	Pay Adjustment
7/1/2017 to 6/30/2021	11/1/2017	\$1000 LS
	6/1/2018	3.2% ATB
	11/1/2018	\$1000 LS
	5/1/2019	3.45% ATB
	7/1/2019	2% ATB
	1/1/2020	1.2% ATB
	7/1/2020	2% ATB
	1/1/2021	1.2% ATB

Contract period	Effective Date	Pay Adjustment
7/1/2021 to 6/30/2025	7/1/2021	\$1000 LS
	10/1/2022	3.72% ATB
	7/1/2023	5% ATB
	7/1/2024	5% ATB

¹DLWOP – directed leave without pay

BU 10
Institutional, Health and Correctional Workers

Contract period	Effective Date	Pay Adjustment
7/1/2009 to 6/30/2011 (Arbitration decision)	1/1/2010 – 6/30/2011	5.45% pay reduction for Department of Public Safety (Corrections), Department of Human Services (Hawaii Youth Correctional Facility), Department of Health (Hawaii State Hospital)
	2/16/2010 – 6/30/2010	14.36% pay reduction (14 days furlough from 1/1/2010 – 6/30/2010) for all other BU 10 employees (excluding Department of Public Safety (Corrections), Department of Human Services (Hawaii Youth Correctional Facility), Department of Health (Hawaii State Hospital))
	7/1/2010 – 6/30/2011	9.23% pay reduction (24 days furlough during the period), except no furlough for special or federally funded programs from 3/1/2011 – 6/30/2011

Contract period	Effective Date	Pay Adjustment
7/1/2011 to 6/30/2013 (Arbitration decision)	7/1/2011	Wages restored 100% to rates as of 12/31/2009 for Department of Public Safety (Corrections), Department of Human Services (Hawaii Youth Correctional Facility), Department of Health (Hawaii State Hospital)
	1/15/2013	3.2% ATB

Contract period	Effective Date	Pay Adjustment
7/1/2013 to 6/30/2017	7/1/2013	Step movement, delete Step 1
	1/1/2014	0.3% ATB
	7/1/2014	Step movement, delete Step 2
	1/1/2015	0.5% ATB
	7/1/2015	Step movement, delete Step 3
	1/1/2016	0.5% ATB
	7/1/2016	Step movement
	1/1/2017	1.0% ATB

Contract period	Effective Date	Pay Adjustment
7/1/2017 to 6/30/2021	10/1/2017	2% ATB
	7/1/2018	Developmental Career Plan (DCP); Continue DCP for 7/1/2018 – 6/30/2019; Employees on Step C (max step) – 4% LS
	4/1/2019	1.35% ATB
	7/1/2019	2% ATB; Continue DCP for 7/1/2019 – 6/30/2020
	1/1/2020	0.74% ATB
	7/1/2020	2% ATB; Continue DCP for 7/1/2020 – 6/30/2021
	1/1/2021	1.07% ATB

Contract period	Effective Date	Pay Adjustment
7/1/2021 to 6/30/2025	7/1/2021	\$1000 LS
	9/1/2022	DCP if eligible from 7/1/2021 – 8/31/2022; Continue DCP for 9/1/2022 – 6/30/2023; Employees on Step A move to Step B; Delete Step A; 2.94% ATB
	7/1/2023	Employees on Step B move to Step C; Delete Step B; Rename Step C to Step A; 5% ATB
	7/1/2024	5% ATB

HAWAII GOVERNMENT EMPLOYEES ASSOCIATION (HGEA)

Collective Bargaining Adjustments
7/1/2009 to 6/30/2019

BU 2 Blue Collar, Supervisor

Contract period	Effective Date	Pay Adjustment
7/1/2009 to 6/30/2011	10/16/2009 – 6/30/2010	9.77% pay reduction (18 days furlough from 10/1/2009 – 6/30/2010)
	7/1/2010 – 6/30/2011	9.23% pay reduction (24 days furlough from 7/1/2010 – 6/30/2011)

Contract period	Effective Date	Pay Adjustment
7/1/2011 to 6/30/2013	7/1/2011 – 6/30/2013	5% labor cost reduction by means of a mandatory salary waiver, 13 days Supplemental Time Off Without Pay (STOWOP) per year

Contract period	Effective Date	Pay Adjustment
7/1/2013 to 6/30/2015	7/1/2013	4.00% ATB
	7/1/2014	1 step movement if eligible from 7/1/2009 - 6/30/2014, continue step movement plan from 7/1/2014 - 6/30/2015, no more than 2 SM, 2.00% ATB

Contract period	Effective Date	Pay Adjustment
7/1/2015 to 6/30/2017	7/1/2015	0.3% ATB, employees on A and L1 move to L2; delete A, L1, L5; rename to A1, B1, C1; 2% LS for those on former L4, L5; continue step movement plan from 7/1/2015 - 6/30/2016
	10/1/2015	2.00% ATB, 2% increase former L5
	4/1/2016	2.00% ATB, 2% increase former L5
	7/1/2016	Continue step movement plan from 7/1/2016 – 6/30/2017
	10/1/2016	2.00% ATB, 2% increase former L5
	4/1/2017	2.00% ATB, 2% increase former L5

Contract period	Effective Date	Pay Adjustment
7/1/2017 to 6/30/2019 (Arbitration decision)	7/1/2017	2.00% ATB; Continue step movement plan for 7/1/2017-6/30/2018
	1/1/2018	1.20% ATB increase
	7/1/2018	2.25% ATB; Continue step movement plan for 7/1/2018 – 6/30/2019
	1/1/2019	1.20% ATB increase

Contract period	Effective Date	Pay Adjustment
7/1/2019 to 6/30/2021	7/1/2019	\$2000 LS; Delete SMP
	7/1/2020	1.20% ATB for employees on A1 who move to C1, delete A1, rename C1 to A; 5.29% increase for those on former B1 and C1; delete B1 and C1; 5.29% increase former L5
	1/1/2021	1.20% ATB; 1.20% increase former L5, B1, and C1

Contract period	Effective Date	Pay Adjustment
7/1/2021 to 6/30/2025	7/1/2021	1.00% LS
	7/1/2022	3.72% ATB; 3.72% increase former L5, B1, and C1
	7/1/2023	5.00% ATB; 5% increase former L5, B1, and C1
	1/1/2024	5.00% ATB; 5% increase former L5, B1, and C1

BU 3 - White Collar, Non-Supervisor

Contract period 7/1/2009 to 6/30/2011	Effective Date	Pay Adjustment
	10/16/2009 – 6/30/2010	9.77% pay reduction (18 days furlough from 10/1/2009 – 6/30/2010)
	7/1/2010 – 6/30/2011	9.23% pay reduction (24 days furlough from 7/1/2010 – 6/30/2011)

Contract period 7/1/2011 to 6/30/2013	Effective Date	Pay Adjustment
	7/1/2011 – 6/30/2013	5% labor cost reduction by means of a mandatory salary waiver, 13 days Supplemental Time Off Without Pay per year

Contract period 7/1/2013 to 6/30/2015	Effective Date	Pay Adjustment
	7/1/2013	Add Step M, all employees move one step
	7/1/2014	4% ATB

Contract period 7/1/2015 to 6/30/2017	Effective Date	Pay Adjustment
	7/1/2015	Employees placed on appropriate step or \$1500 LS, continue step movement plan 7/1/2015 to 6/30/2016
	7/1/2016	\$1200 LS for all employees, continue step movement plan 7/1/2016 to 6/30/2017
	1/1/2017	1.6% ATB

Contract period 7/1/2017 to 6/30/2019 (Arbitration decision)	Effective Date	Pay Adjustment
	7/1/2017	2.00% ATB; \$150 LS; No SMP
	1/1/2018	1.50% ATB increase
	7/1/2018	2.25% ATB; \$150 LS; No SMP
	1/1/2019	1.25% ATB; Employees on Step A move to Step B; delete Step A off of salary schedule

Contract period 7/1/2019 to 6/30/2021	Effective Date	Pay Adjustment
	7/1/2019	\$2800 LS; Delete SMP
	7/1/2020	Employees on Step B – L move one step; delete Step B; employees on SR 4 – 8 receive average increase of 2.0% to 10.1%; 2% LS for SR 8 Step M; 4% LS for SR 9 – up Step M
	1/1/2021	3.46% ATB increase

Contract period 7/1/2021 to 6/30/2025	Effective Date	Pay Adjustment
	7/1/2021	\$1000 LS
	10/1/2022	3.72% ATB increase
	7/1/2023	5.00% ATB increase
	7/1/2024	5.00% ATB increase

BU 4 – White Collar, Supervisor

Contract period 7/1/2009 to 6/30/2011	Effective Date	Pay Adjustment
	10/16/2009 – 6/30/2010	9.77% pay reduction (18 days furlough from 10/1/2009 – 6/30/2010)
	7/1/2010 – 6/30/2011	9.23% pay reduction (24 days furlough from 7/1/2010 – 6/30/2011)

Contract period 7/1/2011 to 6/30/2013	Effective Date	Pay Adjustment
	7/1/2011 – 6/30/2013	5% labor cost reduction by means of a mandatory salary waiver, 13 days Supplemental Time Off Without Pay per year

Contract period 7/1/2013 to 6/30/2015	Effective Date	Pay Adjustment
	7/1/2013	Add Step M, all employees move one step
	7/1/2014	4% ATB

Contract period 7/1/2015 to 6/30/2017	Effective Date	Pay Adjustment
	7/1/2015	Employees placed on appropriate step or \$1500 LS, continue step movement plan 7/1/2015 to 6/30/2016
	7/1/2016	\$1200 LS for all employees, continue step movement plan 7/1/2016 to 6/30/2017
	1/1/2017	1.6% ATB

Contract period 7/1/2017 to 6/30/2019 (Arbitration decision)	Effective Date	Pay Adjustment
	7/1/2017	2.00% ATB; \$150 LS; No SMP
	1/1/2018	1.50% ATB increase
	7/1/2018	2.25% ATB; \$150 LS; No SMP
	1/1/2019	1.25% ATB; Employees on Step A move to Step B; delete Step A off of salary schedule

Contract period 7/1/2019 to 6/30/2021	Effective Date	Pay Adjustment
	7/1/2019	5.98% LS; Delete SMP
	7/1/2020	Employees on Step B move to Step C; delete Step B; delete SR 4; SR 5 – 8 average increase 5.6% - 11.8%; 3.6% ATB SR 9 – up
	1/1/2021	3.74% ATB increase

Contract period 7/1/2021 to 6/30/2025	Effective Date	Pay Adjustment
	7/1/2021	1.00% LS
	7/1/2022	3.72% ATB increase
	7/1/2023	4.96% ATB increase
	7/1/2024	5.00% ATB increase

BU 9
Register Nurses

Contract period 7/1/2009 to 6/30/2011	Effective Date	Pay Adjustment
	10/16/2009 – 6/30/2010	9.77% pay reduction (18 days furlough from 10/1/2009 – 6/30/2010)
	7/1/2010 – 6/30/2011	9.23% pay reduction (24 days furlough from 7/1/2010 – 6/30/2011)

Contract period 7/1/2011 to 6/30/2013	Effective Date	Pay Adjustment
	1/1/2013	Employees placed on appropriate step as though step movement plan were granted 7/1/2009 – 12/31/2012. Continue step movement plan 1/1/2013 – 6/30/2013. 4.00% ATB.
	4/1/2013	4.00% ATB

Contract period 7/1/2013 to 6/30/2015	Effective Date	Pay Adjustment
	1/1/2014	Step movement if eligible from 7/1/2013 – 12/31/2013, continue step movement plan from 1/1/2014 – 6/30/2014, 4.00% ATB
	7/1/2014	4.30% ATB, continue step movement plan from 7/1/2014 – 6/30/2015

Contract period 7/1/2015 to 6/30/2017	Effective Date	Pay Adjustment
	7/1/2015	4.00% ATB, continue step movement plan from 7/1/2015 – 6/30/2016
	7/1/2016	4.00% ATB, continue step movement plan from 7/1/2016 – 6/30/2017

Contract period 7/1/2017 to 6/30/2019 (Arbitration decision)	Effective Date	Pay Adjustment
	7/1/2017	2.00% ATB increase; continue step movement plan for 7/1/2017 – 6/30/2018
	7/1/2018	2.25% ATB increase; continue step movement plan for 7/1/2018 – 6/30/2019
	1/1/2019	1.20% ATB increase

Contract period 7/1/2019 to 6/30/2021	Effective Date	Pay Adjustment
	7/1/2019	2.50% ATB increase; continue step movement plan for 7/1/2019 – 6/30/2020; Addition of Step L-5; SR 16 – 30 receive LS \$1800 - \$2000
	7/1/2020	2.50% ATB increase; continue step movement plan for 7/1/2020 – 6/30/2021

Contract period 7/1/2021 to 6/30/2025	Effective Date	Pay Adjustment
	7/1/2021	1.00% LS; no step movement
	7/1/2022	Step movement if eligible from 7/1/2021 - 6/30/2022; continue step movement plan for 7/1/2022 – 6/30/2023; 3.00% ATB increase
	7/1/2023	Continue step movement plan for 7/1/2023 – 6/30/2024; 4.10% ATB increase
	7/1/2024	Continue step movement plan for 7/1/2024 – 6/30/2025; 3.40% ATB increase

BU 13
Professional and Scientific Employees

Contract period	Effective Date	Pay Adjustment
7/1/2009 to 6/30/2011	10/16/2009 – 6/30/2010	9.77% pay reduction (18 days furlough from 10/1/2009 – 6/30/2010)
	7/1/2010 – 6/30/2011	9.23% pay reduction (24 days furlough from 7/1/2010 – 6/30/2011)

Contract period	Effective Date	Pay Adjustment
7/1/2011 to 6/30/2013	7/1/2011 – 6/30/2013	5.00% labor cost reduction by means of a mandatory salary waiver, 13 days Supplemental Time Off Without Pay per year

Contract period	Effective Date	Pay Adjustment
7/1/2013 to 6/30/2017	7/1/2013	4.00% ATB
	7/1/2014	Place on appropriate step based on service credit 7/1/2009 – 6/30/2014 or \$1500 lump sum, continue step movement plan 7/1/2014 – 6/30/2015
	7/1/2015	Continue step movement plan 7/1/2015 – 6/30/2016
	1/1/2016	3.50% ATB
	7/1/2016	Continue step movement plan 7/1/2016 – 6/30/2017
	1/1/2017	3.50% ATB

Contract period	Effective Date	Pay Adjustment
7/1/2017 to 6/30/2019 (Arbitration decision)	7/1/2017	2.00% ATB, continue step movement plan from 7/1/2017 – 6/30/2018
	7/1/2018	2.25% ATB, continue step movement plan from 7/1/2018 – 6/30/2019

Contract period	Effective Date	Pay Adjustment
7/1/2019 to 6/30/2021	7/1/2019	2.15% ATB, continue step movement plan from 7/1/2019 – 6/30/2020; \$750 LS for employees not scheduled for step movement during 7/1/2019 – 6/30/2021
	7/1/2020	2.03% ATB, continue step movement plan from 7/1/2020 – 6/30/2021; \$750 LS for employees not scheduled for step movement during 7/1/2019 – 6/30/2021

Contract period	Effective Date	Pay Adjustment
7/1/2021 to 6/30/2025	7/1/2021	2% LS for employees on Step M
	7/1/2022	Place on appropriate step if eligible for step movement during 7/1/2021 - 6/30/2022; continue step movement plan for 7/1/2022 – 6/30/2023; 2.00% ATB increase
	7/1/2023	Continue step movement plan 7/1/2023 – 6/30/2024; Employees on Step C move to Step D; Delete Step C; 4.00% ATB increase
	7/1/2024	Continue step movement plan 7/1/2024 – 6/30/2025; 3.59% ATB increase

BU 14
State Law Enforcement Officers
State and County Ocean Safety and Water Safety Officers

Contract period 7/1/2015 to 6/30/2017 (Arbitration decision)	Effective Date	Pay Adjustment
	2/22/16	Establish BU 14 Salary Schedule (same as BU 3/4)
	7/1/2016	Delete 1 st three steps, add last 2 steps; 4.00% ATB; SMP 7/1/16 – 6/30/17

Contract period 7/1/2017 to 6/30/2019 (Arbitration decision)	Effective Date	Pay Adjustment
	7/1/2017	2.00% ATB, \$500 LS; continue step movement plan from 7/1/2017 – 6/30/2018
	7/1/2018	2.25% ATB, \$500 LS; continue step movement plan from 7/1/2018 – 6/30/2019

Contract period 7/1/2019 to 6/30/2021	Effective Date	Pay Adjustment
	7/1/2019	4.50% ATB; continue step movement plan from 7/1/2019 – 6/30/2020
	7/1/2020	4.50% ATB; continue step movement plan from 7/1/2020 – 6/30/2021

Contract period 7/1/2021 to 6/30/2025	Effective Date	Pay Adjustment
	7/1/2021	\$1000 LS for employees on Step L
	7/1/2022	Step movement if eligible during 7/1/2021 - 6/30/2022; continue step movement plan for 7/1/2022 – 6/30/2023; 3.20% ATB increase
	7/1/2023	Continue step movement plan 7/1/2023 – 6/30/2024; Employees on Step A move to Step B; Delete Step A; 3.44% ATB increase
	7/1/2024	Continue step movement plan 7/1/2024 – 6/30/2025; 2.775% ATB increase

HAWAII FIRE FIGHTERS ASSOCIATION (HFFA)
Collective Bargaining Adjustments
7/1/2009 to 6/30/2019

BU 11
Firefighters

Contract period	Effective Date	Pay Adjustment
7/1/2007 to 6/30/2011	7/1/2007	5.00% ATB increase; employees placed on appropriate step based on years of service; catch-up step movement or service step movement for 7/2/2007 – 6/30/2008
	7/1/2008	5.00% ATB increase; catch-up step movement or service step movement for 7/1/2008 – 6/30/2009; employees with 22+ years of service move to step L4 on their service anniversary date
	7/1/2009	5.00% ATB increase; catch-up step movement or service step movement for 7/1/2009 – 6/30/2010; employees with 22+ years of service move to step L4 on their service anniversary date
	7/1/2010	5.00% ATB increase; catch-up step movement or service step movement for 7/1/2010 – 6/30/2011; employees with 22+ years of service move to step L4 on their service anniversary date

Contract period	Effective Date	Pay Adjustment
7/1/2011 to 6/30/2017 (Arbitration decision)	7/1/2013	2.00% ATB
	1/1/2014	2.00% ATB, place on appropriate step based on service credit 7/1/2011 – 12/31/2013, continue step movement plan 1/1/2014 – 6/30/2014, add step L5
	7/1/2014	2.00% ATB, continue step movement plan from 7/1/2014 – 6/30/2015
	1/1/2015	2.00% ATB
	7/1/2015	2.00% ATB, continue step movement plan from 7/1/2015 – 6/30/2016
	1/1/2016	2.00% ATB
	7/1/2016	5.00% ATB, continue step movement plan from 7/1/2016 – 6/30/2017

Contract period	Effective Date	Pay Adjustment
7/1/2017 to 6/30/2019 (Arbitration decision)	7/1/2017	2.00% ATB; continue step movement plan from 7/1/2017 – 6/30/2018
	7/1/2018	2.00% ATB; continue step movement plan from 7/1/2018 – 6/30/2019
	7/1/2019	2.00% ATB; catch-up step movement; SR 17 – 27 receive LS \$1800 - \$2000
	7/1/2020	2.00% ATB; catch-up step movement; SR 17 – 27 receive LS \$1800 - \$2000; additional \$500 LS for employees on L5 with 28 years of service

Contract period	Effective Date	Pay Adjustment
7/1/2019 to 6/30/2021	7/1/2021	Continue step movement plan from 7/1/2021 – 6/30/2022
	7/1/2022	3.00% ATB; continue step movement plan from 7/1/2022 – 6/30/2023
	7/1/2023	4.00% ATB; continue step movement plan from 7/1/2023 – 6/30/2024
	7/1/2024	4.00% ATB; continue step movement plan from 7/1/2024 – 6/30/2025

Excluded Managerial Compensation Plan (EMCP)
Excluded Managerial

EO 07-08 7/1/2009 to 6/30/2011	7/1/2009	Excluded from BU 11: 5.00% ATB increase; continue WIRP increases for 7/1/2009 – 6/30/2010
	10/1/2009	Excluded from BU 11: One time lump sum bonus of 1% of 6/30/2009 salary for "exceptional" rating on annual performance evaluation
	7/1/2010	Excluded from BU 11: 5.00% ATB increase; continue WIRP increases for 7/1/2010 – 6/30/2011
	10/1/2010	Excluded from BU 11: One time lump sum bonus of 1% of 6/30/2010 salary for "exceptional" rating on annual performance evaluation
EO 09-08 7/1/2009 to 6/30/2011	Effective Date	Pay Adjustment
	10/16/2009 – 6/30/2010	9.77% pay reduction (18 days furlough from 10/1/2009 – 6/30/2010)
	7/1/2010 – 6/30/2011	9.23% pay reduction (24 days furlough from 7/1/2010 – 6/30/2011)

EO 11-19 EO 11-20 EO 13-05 7/1/2011 to 6/30/2013	Effective Date	Pay Adjustment
	7/1/2011 – 6/30/2013	5% labor cost reduction by means of a mandatory salary waiver, 13 days Supplemental Time Off Without Pay per year (BU 9 and 11 employees not imposed the 5% labor cost reduction)
	1/1/2013	Excluded from BU 9: 4% ATB
	4/1/2013	Excluded from BU 9: 4% ATB

EO 14-01 EO 15-02 7/1/2011 to 6/30/2017	Effective Date	Pay Adjustment
	7/1/2013	Excluded from BU 11: 2.00% ATB increase, not to exceed range maximum
	1/1/2014	Excluded from BU 11: 2.00% ATB increase, not to exceed range maximum; employees eligible for WIRPs based on service credit from 7/1/2011 – 12/31/2013 shall receive WIRPs, not to exceed range maximum; continue WIRPs from 1/1/2014 – 6/30/2014, not to exceed range maximum
	7/1/2014	Excluded from BU 11: 2.00% ATB increase, not to exceed range maximum
	1/1/2015	Excluded from BU 11: 2.00% ATB increase, not to exceed range maximum; continue WIRPs from 1/1/2015 – 6/30/2015 not to exceed range maximum
	7/1/2015	Excluded from BU 11: 2.00% ATB increase, not to exceed range maximum; continue WIRPs from 7/1/2015 – 12/31/2015 not to exceed range maximum
	1/1/2016	Excluded from BU 11: 2.00% ATB increase, not to exceed range maximum; new salary schedule, employees less than minimum increased to the minimum; continue WIRPs from 1/1/2016 – 6/30/2016, not to exceed range maximum
	7/1/2016	Excluded from BU 11: 5.00% ATB increase, not to exceed range maximum; continue WIRPs from 7/1/2016 – 12/31/2016 not to exceed range maximum
	1/1/2017	Excluded from BU 11: New salary schedule, employees less than minimum increased to the minimum; continue WIRPs from 1/1/2017 – 6/30/2017, not to exceed range maximum

EO 13-07 EO 14-02 7/1/2013 to 6/30/2015		Pay Adjustment
	7/1/2013	Excluded from BU 2 and 4: 4.00% ATB increase
	1/1/2014	Excluded from BU 9: Amend to equal BU 35 salary schedule; 4.00% ATB increase, not to exceed range maximum; catch-up WIRPs based on service credit from 7/1/2013 – 12/31/2013, not to exceed range maximum; continuation of WIRPs 1/1/2014 – 6/30/2014, not to exceed range maximum
	7/1/2014	Excluded from BU 2 and 4: 4.00% ATB increase Excluded from BU 9: Amend to equal BU 35 salary schedule; 4.30% ATB increase, not to exceed range maximum; continuation of WIRPs 7/1/2014 – 6/30/2015, not to exceed range maximum
EO 13-11 EO 15-02 7/1/2013 to 6/30/2017	Effective Date	Pay Adjustment
	7/1/2013	Excluded from BU 13: 4.00% ATB increase
	7/1/2014	Excluded from BU 13: Greater of up to 4 catch-up WIRPs based on service credit from 7/1/2009 – 6/30/2014 or 4.00% increase; not to exceed range maximum. Increase range minimum by 4.00%, employees less than the minimum increased to the minimum
	1/1/2016	Excluded from BU 13: 4.50% ATB increase; new salary schedule, employees less than minimum increased to the minimum
	1/1/2017	Excluded from BU 13: 4.50% ATB increase; new salary schedule, employees less than minimum increased to the minimum
EO 15-02 7/1/2015 to 6/30/2017	Effective Date	Pay Adjustment
	7/1/2015	Excluded from BU 4: Greater of up to 4 catch-up WIRPs based on service credit from 7/1/2009 – 6/30/2015 or 4.00% increase; not to exceed range maximum. Excluded from BU 9: 4.50% increase, not to exceed range maximum.
	1/1/2016	Excluded from BU 2, 4, 9, and 10: New salary schedule, employees less than minimum increased to the minimum.
	7/1/2016	Excluded from BU 9: 4.50% increase, not to exceed range maximum
	1/1/2017	Excluded from BU 2, 9, and 10: New salary schedule, employees less than minimum increased to the minimum. Excluded from BU 4: 4.50% ATB; new salary schedule, employees less than minimum increased to the minimum.
EO 17-02 EO 17-03 7/1/2017 to 6/30/2019	Effective Date	Pay Adjustment
	7/1/2017	Excluded from BU 2, 9, 11, and 13: 2.00% ATB increase Excluded from BU 4: 2.00% ATB increase; \$150 LS
	1/1/2018	Excluded from BU 2, 9, 11, and 13: 1.50% ATB increase (no change in salary schedule) Excluded from BU 4: 1.50% ATB increase (no change in salary schedule)
	7/1/2018	Excluded from BU 2, 9, 11, and 13: 2.25% ATB increase Excluded from BU 4: 2.25% ATB increase; \$150 LS
	1/1/2019	Excluded from BU 2, 9, 11, and 13: 1.2% ATB increase (no change in salary schedule) Excluded from BU 4: 1.25% ATB increase (no change in salary schedule)

EO 19-04 EO 20-09 EO 20-10 7/1/2019 to 6/30/21	Effective Date	Pay Adjustment
	7/1/2019	<u>Excluded from BU 4:</u> 5.98% LS <u>Excluded from BU 9:</u> 2.50% ATB; \$2000 LS <u>Excluded from BU 11:</u> 2.00% ATB; \$2000 LS <u>Excluded from BU 14:</u> 4.50% ATB <u>Excluded from BU 13:</u> 2.15% ATB increase; \$750 LS
	10/1/2019	<u>Excluded from BU 9:</u> 0.97% ATB increase (no change in salary schedule)
	1/1/2020	<u>Excluded from BU 11:</u> 1.25% ATB increase (no change in salary schedule) <u>Excluded from BU 13:</u> 1.17% ATB increase (no change in salary schedule) <u>Excluded from BU 14:</u> 0.9% ATB increase (no change in salary schedule)
	7/1/2020	<u>Excluded from BU 2:</u> move to new salary schedule <u>Excluded from BU 4:</u> 3.83% ATB increase <u>Excluded from BU 9:</u> 2.50% ATB increase <u>Excluded from BU 11:</u> 2.00% ATB increase; \$2000 LS, additional \$500 LS for employees with 28 or more years of service. <u>Excluded from BU 13:</u> 2.03% ATB increase; \$750 LS <u>Excluded from BU 14:</u> 4.50% ATB increase
	1/1/2021	<u>Excluded from BU 4:</u> 3.74% ATB increase (no change in salary schedule) <u>Excluded from BU 9:</u> 0.42% ATB increase (no change in salary schedule) <u>Excluded from BU 11:</u> 1.25% ATB increase (no change in salary schedule); No WIRP for period 7/1/2019 – 6/30/2021 <u>Excluded from BU 13:</u> 1.05% ATB increase (no change in salary schedule) <u>Excluded from BU 14:</u> 1.27% ATB increase (no change in salary schedule)

EO 22-01 EO 22-02 EO 22-03 7/1/2021 to 6/30/25	Effective Date	Pay Adjustment
	7/1/2021	Excluded from 4, 9, 11, 13, 14: Employees continue to receive their existing pay from 7/1/2021 – 6/30/2022 Excluded from 11: Employees continue to receive their existing pay from 7/1/2021 – 12/31/2021 Excluded from BU 4, 9: 1.0% LS Excluded from BU 13: 2.0% LS
	1/1/2022	Excluded from BU 11: 1.51% ATB (no change in salary schedule)
	7/1/2022	Excluded from BU 2, 10: New salary schedule Excluded from BU 4: 3.72% ATB increase Excluded from BU 9: 3.74% ATB increase Excluded from BU 11: 3.00% ATB increase Excluded from BU 13: 3.01% ATB increase Excluded from BU 14: 4.32% ATB increase
	1/1/2023	Excluded from BU 9: 0.49% ATB increase (no change in salary schedule) Excluded from BU 11: 1.19% ATB increase (no change in salary schedule) Excluded from BU 13: 1.10% ATB increase (no change in salary schedule) Excluded from BU 14: 1.01% ATB increase (no change in salary schedule)
	7/1/2023	Excluded from BU 2, 10: New salary schedule Excluded from BU 4: 4.96% ATB increase Excluded from BU 9: 4.10% ATB increase Excluded from BU 11: 4.00% ATB increase Excluded from BU 13: 4.00% ATB increase Excluded from BU 14: 3.44% ATB increase
	1/1/2024	Excluded from BU 9: 0.57% ATB increase (no change in salary schedule) Excluded from BU 11: 1.28% ATB increase (no change in salary schedule) Excluded from BU 13: 1.05% ATB increase (no change in salary schedule) Excluded from BU 14: 1.01% ATB increase (no change in salary schedule)
	7/1/2024	Excluded from BU 2, 10: New salary schedule Excluded from BU 4: 5.0% ATB increase Excluded from BU 9: 3.4%% ATB increase Excluded from BU 11: 4.00% ATB increase Excluded from BU 13: 3.59%% ATB increase Excluded from BU 14: 2.775%% ATB increase
	1/1/2025	Excluded from BU 9: 0.49% ATB increase (no change in salary schedule) Excluded from BU 11: 1.32% ATB increase (no change in salary schedule) Excluded from BU 13: 0.86% ATB increase (no change in salary schedule) Excluded from BU 14: 1.05% ATB increase (no change in salary schedule)

Department of Education
November 2024

Executive Leadership Salaries

Title	Salary
Superintendent	\$240,000
Deputy Superintendent	\$162,750 to \$194,250
Assistant Superintendent and Chief Financial Officer	\$157,500 to \$189,000
Assistant Superintendent – Information Technology Services	\$157,500 to \$189,000
Assistant Superintendent – Talent Management	\$157,500 to \$189,000
Interim Deputy Superintendent – Operations	\$162,750 to \$194,250
Interim Deputy Superintendent – Facilities and Operations	\$162,750 to \$194,250

University of Hawaii
November 2024

Executive/Director Positions

UH President	430,200
VP for Administration	309,384
VP for Budget and Finance	309,384
VP for Information Technology	309,384
VP for Legal Affairs/General Counsel	309,384
VP for Research and Innovation	282,156
System Director of HR	182,046
Director of University Budget	149,820

Hawai'i Health Systems Corporation
November 2024

Executive Leadership Salaries

Title	Salary
President & Chief Exec Offcr	\$410,000
VP & Chief Financial Officer	\$280,000
VP & Chief HR Offcr	\$259,137
VP & General Counsel	\$262,000
VP & Chief Info Offcr	\$259,137
Chief Medical Officer	\$262,500 - \$320,000
Director of Marketing, Communication	\$136,578 - \$170,335

2022 Executive Compensation (Revised)
Comparison of Pay Rates for State of Hawai'i and State Governments

	State of Hawai'i	Median of State Governments	State of Hawai'i vs. State Governments
Governor	165,048	148,500	11%
Lt. Governor	162,552	109,536	48%
<u>Dept. Heads</u>			
Agriculture	154,812	140,000	11%
Attorney General	162,552	136,585	19%
Budget	162,552	154,762	5%
Commerce	154,812	160,000	-3%
Comptroller	154,812	147,550	5%
Corrections	154,812	167,894	-8%
Economic Development	154,812	159,977	-3%
Health	154,812	180,000	-14%
Labor	154,812	146,572	6%
Natural Resources	154,812	154,481	0%
Personnel	154,812	147,505	5%
Revenue	154,812	154,902	0%
Social Services	154,812	185,855	-17%
Transportation	154,812	171,714	-10%
Dept. Heads Median	154,812	154,832	0%

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii -Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the Commission on Salaries in their 2019 report to the legislature until January 1, 2023.

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022

EXECUTIVE BRANCH

Summary of Hawai'i Rank Among the 50 States

Title	Hawai'i Rank
<i>Governor</i>	9
<i>Lieutenant governor</i>	2
<i>Attorney general</i>	5
<i>Comptroller</i>	8
<i>Agriculture</i>	9
<i>Budget</i>	12
<i>Economic development</i>	12
<i>Labor</i>	12
<i>Natural resources</i>	12
<i>Commerce</i>	13
<i>Personnel</i>	13
<i>Revenue</i>	15
<i>Corrections</i>	20
<i>Health</i>	26
<i>Social services</i>	26
<i>Transportation</i>	27

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	128,834	38	✓	✓	✓	×	✓(b)	✓
Alaska	149,972	131	✓	✓(l)	×	×	✓(b)	✓
Arizona	98,257	31 (f)	✓	✓	✓	×	✓(b)	×
Arkansas	164,182	49	✓	✓	✓	×	✓	✓
California	226,050	150	✓	×	×	×	(d)	✓
Colorado	93,086	69	✓	✓	×	✓	✓	(e)
Connecticut*	155,143 (c)	27	✓	×	×	×	×	(e)
Delaware*	176,863	28	✓	×	×	×	×	✓
Florida*	138,782	276 (f)	✓	✓(j)	×	(b)	(b)	✓
Georgia	181,001	56 (f)	✓	✓	✓	×	×	✓
Hawaii	189,480	42	✓	×	×	✓	✓	✓
Idaho*	143,044	18	✓	✓	×	×	✓	×(e)
Illinois*	190,907	91	✓	×	×	×	×	✓
Indiana*	138,647	35	✓	×	✓	✓(b)	✓(b)	✓
Iowa	134,458	18	✓	×	×	×	✓	✓
Kansas*	114,503	24	✓	✓	✓	×	✓	✓
Kentucky	157,399	45	✓	✓	✓	×	✓(b)	✓
Louisiana*	134,458	93 (f)	✓	✓	✓	×	✓	✓
Maine*	72,400	21	✓	×	×	✓	✓	✓
Maryland	186,172	85 (f)	✓	✓	✓	(b)	×	✓
Massachusetts*	191,343 (e)	approx. 60	✓	×	✓	✓(b)	✓(b)	× (e)
Michigan*	164,762	75	✓	✓	✓	(b)	(b)	✓
Minnesota*	132,005	44	✓	✓	✓	×	✓	✓
Mississippi*	126,349	29	✓	✓(k)	×	×	✓	✓
Missouri	141,870	23	✓	✓	×	(b)	(d)	✓
Montana	122,457	58 (f)	✓	✓	✓	×	✓	✓
Nebraska	108,600	9	✓	✓	×	✓	✓	✓
Nevada*	169,079 (c)	19 (f)	✓	✓	×	✓(b)	✓(b)	✓
New Hampshire	149,437	19	✓	×	×	×	✓(b)	(e)
New Jersey	181,001	133	✓	×	✓	×	✓(b)	✓
New Mexico	113,772	28	✓	✓	✓	×	✓	✓
New York*	258,572	180	✓	✓	✓	×	✓	✓
North Carolina*	171,433	59	✓	✓	×	✓	✓	✓
North Dakota*	145,659	18	✓	✓	×	×	✓	✓
Ohio	173,870	34	✓	✓	✓	(b)	(d)	✓
Oklahoma	152,040	34	✓	✓	×	×	✓(b)	✓
Oregon	101,981	63 (f)	✓	×	×	✓(b)	✓(b)	✓
Pennsylvania*	220,330	68	✓	✓	×	×	✓(b)	✓
Rhode Island*	150,753	39	✓	×	✓	×	✓(b)	×
South Carolina	109,715	23	✓	✓	×	×	✓	✓
South Dakota*	125,747	20.5	✓	✓	×	×	✓	✓
Tennessee*	211,342	38	✓	✓	✓	✓(b)	(d)	✓
Texas*	159,022	277	✓	✓	✓	×	✓	✓
Utah	171,278	23	✓	✓	✓	×	✓	✓
Vermont*	198,308	14	✓	✓	×	×	×	×
Virginia*	181,001	36	✓	✓	✓	×	✓	✓
Washington	193,777	40	✓	✓	×	(b)	(d)	✓
West Virginia	155,143	41	✓	✓	✓	(b)	×	✓
Wisconsin	157,994	35	✓	✓	×	×	✓(d)	✓
Wyoming	108,600	18	✓	✓	×	×	✓(b)	✓
American Samoa*	93,086	23	✓	×	×	(b)	×	✓
Guam*	134,458	42	✓	×	×	\$218/day	×	✓
CNMI* **	72,400	16	✓	×	×	(b)	×	✓
Puerto Rico*	72,400	28	✓	(g)	(g)	×	✓	✓
U.S. Virgin Islands*	155,143	84	✓	×	×	×	✓	✓

Source: The Council of State Governments' survey of governors' offices, 2022.

*Information from The Council of State Governments' survey of governors' offices and review of state websites, 2021.

The Book of the States compensation was aged by 1.7% each year to 2024.

**Commonwealth of Northern Mariana Islands

*** All salary information current as of January 1, 2022, with the exception of the territories. Territorial information as of 2021.

Key:

✓ — Yes

✗ — No

(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 \$45/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. The Governor 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—No statute provides for a separate travel allowance. Instead, travel allowance comes from the general appropriations made for the governor's office expenses. Travel expenses are approved in advance and are paid for; reimbursement is never necessary.

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 - Travel allowance included in office budget. Reimbursed for travel expenses per GSA/Conus rate.

New Hampshire - Reimbursed for costs at the same rate and in the manner as state employees.

New Jersey- Reimbursement may be provided for necessary expenses.

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

(c)

Governor's salary:

Connecticut - Governor Ned Lamont will forego his salary of \$150,000.

Nevada - Gov. Sisolak pledged to donate his salary to K-12 schools. Salary amount, per NRS 223.050: "On the first Monday in January 2011 and on the first Monday of every fourth year thereafter, the salary of the Governor must be increased by an amount equal to the cumulative percentage increase in the salaries of the classified employees of this State during the immediately preceding term of the Governor."

(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.

Idaho - A housing stipend of \$54,608 annually is provided.

Massachusetts— Does not have an official governor's residence but allows a \$65,000 housing allowance which is rolled into the governor's total salary of \$185,000.

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

(f)

Governor's staff:

Alaska- There are 131 members of the 131 of the governor's office staff. There are broken down into the following areas: Governor's House - 1 position, Administrative Services - 21 positions, Office of Management & Budget - 27 positions, Human Rights Commission - 12 positions, and Elections Fulltime Staff - 2 positions

Arizona - There are 33 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 19. Maximum permitted is 23.

Oregon - Of this total, 58 are true governor's staff and five are on loan for agency staff.

(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) Governor does not utilize a state-owned airplane, but instead uses his personal aircraft.
- (k) Only for official business.
- (l) Depending on availability, plane belongs to the Department of Public Safety.

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Governor</i>
1	New York	258,572
2	California	226,050
3	Pennsylvania	220,330
4	Tennessee	211,342
5	Vermont	198,308
6	Washington	193,777
7	Massachusetts	191,343
8	Illinois	191,093
9	Hawaii	189,480
10	Maryland	186,172
11	Georgia	181,001
12	New Jersey	181,001
13	Virginia	181,001
14	Delaware	176,863
15	Ohio	173,870
16	North Carolina	171,433
17	Utah	171,278
18	Nevada	169,079
19	Michigan	164,762
20	Arkansas	164,182
21	Texas	159,022
22	Wisconsin	157,994
23	Kentucky	157,399
24	Connecticut (I)	155,143
25	West Virginia	155,143
26	Oklahoma	152,040
27	Rhode Island (g)	150,753
28	Alaska	149,972
29	New Hampshire	149,437
30	North Dakota	145,659
31	Idaho	143,044
32	Missouri	141,870
33	Florida	138,782
34	Indiana	138,647
35	Iowa	134,458
36	Louisiana	134,458
37	Minnesota	132,005
38	Alabama	128,834
39	Mississippi	126,349
40	South Dakota	125,747
41	Montana	122,457
42	Kansas	114,503
43	New Mexico	113,772
44	South Carolina	109,715
45	Nebraska	108,600
46	Wyoming	108,600
47	Oregon	101,981
48	Arizona	98,257
49	Colorado	93,086
50	Maine	72,400
Median		153,592

<i>Rank</i>	<i>State</i>	<i>Lieutenant Governor</i>
1	New York	227,991
2	Hawaii	188,400
3	Ohio	188,008
4	Pennsylvania	185,440
5	New Jersey	181,357
6	Massachusetts	170,993
7	Colorado	169,966
8	California	169,864
9	Kansas	159,918
10	Maryland	154,930
11	Utah	154,454
12	North Carolina	151,740
13	Illinois	146,743
14	Kentucky	134,074
15	Florida	133,268
16	Rhode Island (g)	127,036
17	Washington	121,561
18	Louisiana	119,180
19	Alaska	119,168
20	Oklahoma	118,880
21	Michigan	115,560
22	Connecticut (I)	113,996
23	North Dakota	113,515
24	South Dakota	110,364
25	Indiana	108,878
26	Iowa	106,961
27	Georgia	94,937
28	Montana	93,414
29	Missouri	91,866
30	New Mexico	88,088
31	Delaware	86,931
32	Minnesota	85,972
33	Vermont	84,346
34	Wisconsin	83,615
35	Nebraska	77,724
36	Tennessee	75,598
37	Alabama	72,574
38	Nevada	72,090
39	Mississippi	62,179
40	Idaho	50,164
41	Arkansas	48,402
42	South Carolina	48,236
43	Virginia	37,640
44	West Virginia	20,726
45	Texas	7,462
	Arizona	
	Maine	
	New Hampshire	
	Oregon	
	Wyoming	
Median		113,515

Governor - 2022 The Book of the States compensation was aged by 1.7% each year to 2024.

Lt. Governor - 2022 The Book of the States compensation was aged by 1.8% each year to 2024.

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Agriculture</i>
1	California	238,680
2	New York	210,125
3	Oregon	196,097
4	Washington	191,899
5	Michigan	187,680
6	Virginia	187,027
7	New Jersey	183,859
8	Tennessee	180,439
9	Hawaii	179,436
10	Colorado	172,773
11	Indiana	172,161
12	Maryland	168,934
13	Utah	168,814
14	Illinois	167,680
15	Idaho	166,366
16	Vermont	161,953
17	Pennsylvania	161,143
18	Massachusetts	160,755
19	Maine	160,423
20	Ohio	157,604
21	North Carolina	153,834
22	Arkansas	152,341
23	Minnesota	152,331
24	Texas	148,073
25	Connecticut (I)	147,088
26	Oklahoma	147,088
27	Missouri	146,005
28	Wisconsin	142,110
29	South Dakota	141,675
30	Florida	139,566
31	Arizona	138,683
32	Nevada	138,412
33	Montana	136,581
34	Delaware	136,056
35	Kentucky	135,925
36	Wyoming	132,776
37	Nebraska	130,910
38	Georgia	130,264
39	Kansas	129,227
40	North Dakota	127,707
41	Alaska	124,521
42	Louisiana	120,822
43	New Hampshire	118,049
44	Iowa	108,437
45	Alabama	103,054
46	West Virginia	99,809
47	South Carolina	96,665
48	Mississippi	94,556
49	New Mexico	88,489
	Rhode Island	
	Median	147,088

<i>Rank</i>	<i>State</i>	<i>Attorney General</i>
1	New York	231,138
2	Tennessee	209,423
3	California	199,452
4	Massachusetts	194,763
5	Hawaii	188,400
6	Pennsylvania	186,210
7	Wyoming	185,961
8	New Jersey	183,859
9	Washington	180,980
10	Alaska	178,299
11	North Dakota	174,015
12	Alabama	173,753
13	Illinois	171,462
14	Utah	165,284
15	Nevada	162,004
16	Texas	161,534
17	Delaware	160,631
18	Virginia	157,594
19	Maryland	157,068
20	Wisconsin	155,747
21	North Carolina	153,834
22	Arkansas	153,764
23	Vermont	152,949
24	Montana	152,935
25	Georgia	146,214
26	Idaho	140,784
27	Florida	139,566
28	Oklahoma	139,549
29	New Hampshire	139,544
30	Rhode Island (g)	137,015
31	Kentucky	135,925
32	Maine	134,024
33	Ohio	130,462
34	Iowa	129,930
35	South Dakota	127,598
36	Minnesota	127,386
37	Missouri	125,390
38	Louisiana	120,822
39	Michigan	118,101
40	Indiana	115,910
41	Connecticut (I)	115,569
42	Mississippi	114,476
43	Colorado	113,127
44	Kansas	103,908
45	Nebraska	99,809
46	New Mexico	99,809
47	West Virginia	99,809
48	South Carolina	96,665
49	Arizona	94,556
50	Oregon	86,382
	Median	143,499

2022 The Book of the States compensation was aged by 2.5% each year to 2024.

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Budget</i>
1	Texas	299,428
2	North Carolina	257,982
3	Georgia	236,391
4	New York	231,138
5	Rhode Island (g)	209,908
6	Maryland	209,458
7	Oregon	202,867
8	Michigan	197,065
9	North Dakota	196,753
10	Ohio	196,481
11	Colorado	193,513
12	Hawaii	188,400
13	Tennessee	187,398
14	Connecticut (l)	186,639
15	Pennsylvania	183,082
16	Illinois	182,809
17	Alaska	182,022
18	Massachusetts	181,241
19	Utah	168,814
20	Florida	165,999
21	Delaware	163,782
22	New Jersey	163,110
23	Idaho	162,084
24	South Dakota	160,300
25	Indiana	158,255
26	Louisiana	153,932
27	South Carolina	152,074
28	Nevada	151,058
29	Vermont	150,851
30	Arkansas	150,724
31	Kansas	147,088
32	Alabama	146,318
33	Wisconsin	144,973
34	Arizona	143,410
35	Wyoming	143,261
36	Kentucky	142,885
37	Nebraska	141,834
38	New Hampshire	139,852
39	Missouri	137,962
40	Montana	136,581
41	Oklahoma	136,581
42	Maine	136,559
43	West Virginia	108,214
44	New Mexico	102,068
	California	
	Iowa	
	Minnesota	
	Mississippi	
	Virginia	
	Washington	
	Median	162,597

<i>Rank</i>	<i>State</i>	<i>Commerce</i>
1	Arizona	294,175
2	South Carolina	264,758
3	Louisiana	249,523
4	Rhode Island (g)	244,573
5	North Carolina	219,572
6	Maryland	208,130
7	Oregon	205,944
8	Washington	197,547
9	Virginia	194,961
10	Wyoming	194,366
11	Michigan	187,680
12	New York	183,859
13	Hawaii	179,436
14	Illinois	179,027
15	Alabama	177,663
16	North Dakota	177,551
17	Utah	168,814
18	Montana	168,100
19	Arkansas	168,052
20	Ohio	166,498
21	Vermont	162,281
22	Pennsylvania	160,949
23	Idaho	156,336
24	Minnesota	152,331
25	Nevada	151,058
26	Alaska	148,306
27	Oklahoma	148,138
28	Kentucky	142,885
29	Georgia	141,834
30	New Hampshire	135,598
31	West Virginia	99,809
32	Mississippi	94,556
33	Connecticut (l)	15,759
	California	
	Colorado	
	Delaware	
	Florida	
	Indiana	
	Iowa	
	Kansas	
	Maine	
	Massachusetts	
	Missouri	
	Nebraska	
	New Jersey	
	New Mexico	
	South Dakota	
	Tennessee	
	Texas	
	Wisconsin	
	Median	168,814

2022 The Book of the States compensation was aged by 2.5% each year to 2024.

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Comptroller</i>	<i>Rank</i>	<i>State</i>	<i>Corrections</i>
1	Tennessee	233,504	1	California	309,716
2	New York	220,631	2	Texas	289,448
3	Virginia	200,005	3	Nebraska	274,069
4	Massachusetts	194,009	4	South Carolina	262,656
5	North Carolina	192,353	5	Oregon	238,420
6	New Jersey	183,859	6	Washington	224,943
7	California	183,694	7	New York	213,633
8	Hawaii	179,436	8	Virginia	213,315
9	Rhode Island (g)	174,386	9	North Carolina	204,958
10	Pennsylvania	170,978	10	Arizona	204,872
11	Arkansas	169,399	11	Michigan	197,065
12	Michigan	169,385	12	Oklahoma	194,366
13	Alabama	169,112	13	Maryland	190,078
14	Colorado	164,591	14	Colorado	189,491
15	Texas	161,534	15	Illinois	189,113
16	Delaware	160,313	16	Indiana	188,938
17	Nebraska	157,825	17	Florida	183,859
18	Maryland	157,068	18	New Jersey	183,859
19	New Mexico	152,971	19	Tennessee	180,439
20	Vermont	150,851	20	Hawaii	179,436
21	Illinois	148,769	21	Pennsylvania	179,046
22	Arizona	147,224	22	Ohio	178,911
23	New Hampshire	142,347	23	Alabama	178,458
24	Montana	136,749	24	Idaho	178,211
25	Maine	136,559	25	Massachusetts	177,945
26	Georgia	131,328	26	North Dakota	176,808
27	Oklahoma	131,328	27	Connecticut (I)	175,980
28	Missouri	128,094	28	Georgia	171,462
29	Wisconsin	125,240	29	Utah	168,814
30	Idaho	123,508	30	New Mexico	166,356
31	Nevada	118,155	31	Rhode Island (g)	163,110
32	South Dakota	116,843	32	Delaware	162,983
33	Connecticut (I)	115,569	33	Arkansas	162,172
34	Kentucky	113,768	34	Iowa	162,111
35	Kansas	113,730	35	Wisconsin	160,488
36	South Carolina	96,665	36	Maine	160,423
	Alaska		37	Wyoming	158,254
	Florida		38	Louisiana	158,005
	Indiana		39	Minnesota	157,596
	Iowa		40	Montana	151,332
	Louisiana		41	Nevada	151,058
	Minnesota		42	Alaska	148,306
	Mississippi		43	New Hampshire	147,569
	North Dakota		44	Kansas	147,088
	Ohio		45	Missouri	146,009
	Oregon		46	Vermont	142,045
	Utah		47	Mississippi	138,683
	Washington		48	South Dakota	138,402
	West Virginia		49	Kentucky	131,328
	Wyoming		50	West Virginia	94,556
	Median	155,020		Median	177,376

2022 The Book of the States compensation was aged by 2.5% each year to 2024.

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Economic Development</i>
1	Louisiana	249,523
2	New Jersey	236,391
3	Nebraska	219,258
4	Texas	211,176
5	Maryland	208,130
6	Georgia	198,253
7	Rhode Island (g)	194,366
8	Mississippi	189,113
9	Tennessee	188,785
10	South Dakota	188,272
11	Massachusetts	187,178
12	Hawaii	179,436
13	Pennsylvania	170,095
14	Utah	168,814
15	Florida	168,100
16	Arkansas	168,052
17	Colorado	167,732
18	New Mexico	166,356
19	Ohio	165,449
20	Iowa	162,111
21	Maine	160,423
22	Minnesota	157,596
23	Kansas	157,594
24	Kentucky	142,885
25	North Carolina	141,135
26	North Dakota	140,069
27	Missouri	135,669
28	Vermont	134,112
	Alabama	
	Alaska	
	Arizona	
	California	
	Connecticut (l)	
	Delaware	
	Idaho	
	Illinois	
	Indiana	
	Michigan	
	Montana	
	Nevada	
	New Hampshire	
	New York	
	Oklahoma	
	Oregon	
	South Carolina	
	Virginia	
	Washington	
	West Virginia	
	Wisconsin	
	Wyoming	
	Median	168,457

<i>Rank</i>	<i>State</i>	<i>Health</i>
1	North Dakota	357,221
2	Washington	324,643
3	Alabama	315,709
4	Ohio	300,479
5	Texas	284,807
6	Nebraska	278,943
7	Louisiana	262,656
8	Virginia	260,776
9	North Carolina	258,793
10	Oregon	238,420
11	New York	231,138
12	Mississippi	225,884
13	Kentucky	223,508
14	Connecticut (l)	222,916
15	Indiana	217,444
16	Georgia	207,609
17	Maryland	205,348
18	Arkansas	201,519
19	Tennessee	197,131
20	Michigan	197,065
21	Maine	195,716
22	Illinois	189,113
23	Massachusetts	187,178
24	Delaware	184,427
25	New Jersey	183,859
26	Hawaii	179,436
27	Pennsylvania	179,046
28	Arizona	178,606
29	Vermont	175,982
30	Montana	173,353
31	Utah	169,863
32	Missouri	167,013
33	West Virginia	163,655
34	Wisconsin	160,488
35	Minnesota	157,596
36	Kansas	157,594
37	Oklahoma	157,594
38	New Hampshire	151,797
39	Rhode Island (g)	150,239
40	Alaska	148,306
41	South Dakota	146,383
42	Wyoming	137,670
43	New Mexico	119,771
	California	
	Colorado	
	Florida	
	Idaho	
	Iowa	
	Nevada	
	South Carolina	
	Median	189,113

2022 The Book of the States compensation was aged by 2.5% each year to 2024.

THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Labor</i>	<i>Rank</i>	<i>State</i>	<i>Natural Resources</i>
1	California	238,680	1	California	238,680
2	New York	215,378	2	New York	231,138
3	Texas	210,644	3	Virginia	194,961
4	Maryland	198,019	4	Colorado	189,491
5	Washington	197,547	5	Ohio	188,723
6	Virginia	194,961	6	Tennessee	188,028
7	Colorado	189,491	7	Michigan	187,680
8	Michigan	187,680	8	Arizona	183,859
9	Massachusetts	187,178	9	Georgia	183,859
10	New Jersey	183,859	10	Nebraska	182,179
11	Tennessee	180,439	11	Maryland	180,134
12	Hawaii	179,436	12	Hawaii	179,436
13	Rhode Island (g)	179,132	13	South Carolina	175,979
14	Pennsylvania	179,046	14	Utah	171,918
15	Arkansas	171,131	15	Pennsylvania	170,095
16	Connecticut (l)	170,721	16	Illinois	167,680
17	Utah	168,814	17	North Carolina	167,187
18	Idaho	166,629	18	New Mexico	166,356
19	New Mexico	166,356	19	Connecticut (l)	164,440
20	Maine	160,423	20	Minnesota	162,838
21	Arizona	157,594	21	Vermont	161,953
22	Illinois	156,333	22	Washington	160,746
23	Wisconsin	154,151	23	Wisconsin	160,488
24	North Carolina	153,834	24	Maine	160,423
25	Minnesota	152,331	25	Nevada	151,058
26	South Carolina	150,828	26	Alaska	148,306
27	Missouri	150,546	27	Indiana	146,780
28	Nebraska	150,476	28	Idaho	146,109
29	Louisiana	149,693	29	Missouri	146,005
30	Alaska	148,306	30	Delaware	142,855
31	Ohio	146,152	31	Louisiana	141,181
32	Vermont	143,706	32	Montana	136,581
33	Kentucky	142,885	33	Mississippi	135,895
34	Kansas	141,834	34	Iowa	135,415
35	South Dakota	141,675	35	Wyoming	131,598
36	Montana	136,581	36	Kansas	129,227
37	Delaware	136,056	37	Arkansas	122,923
38	Indiana	134,858	38	New Jersey	119,418
39	New Hampshire	132,701	39	New Hampshire	119,147
40	Georgia	129,002	40	Kentucky	110,316
41	Iowa	117,744			
42	Nevada	115,790		Alabama	
43	North Dakota	111,490		Florida	
44	Oklahoma	110,371		Massachusetts	
45	West Virginia	89,303		North Dakota	
46	Oregon	80,898		Oklahoma	
				Oregon	
	Alabama			Rhode Island (g)	
	Florida			South Dakota	
	Mississippi			Texas	
	Wyoming			West Virginia	
	Median	153,992		Median	162,396

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THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Personnel</i>	<i>Rank</i>	<i>State</i>	<i>Revenue</i>
1	Alabama	228,557	1	California	233,987
2	California	225,128	2	Oregon	216,206
3	Oregon	202,867	3	New York	215,378
4	Michigan	194,366	4	South Carolina	206,249
5	North Carolina	188,015	5	Louisiana	203,239
6	Massachusetts	186,759	6	Oklahoma	199,619
7	Virginia	183,977	7	Washington	197,547
8	Louisiana	183,871	8	Connecticut (I)	194,366
9	Nebraska	183,860	9	Virginia	190,830
10	New Jersey	183,859	10	Massachusetts	186,733
11	Tennessee	180,439	11	Colorado	183,969
12	New York	180,035	12	Georgia	183,859
13	Hawaii	179,436	13	Nebraska	183,412
14	Maryland	174,660	14	Tennessee	182,557
15	Arizona	173,353	15	Hawaii	179,436
16	Colorado	173,353	16	Illinois	179,027
17	Connecticut (I)	173,353	17	Arizona	178,606
18	Rhode Island (g)	173,190	18	Alabama	178,253
19	Washington	171,739	19	North Carolina	173,345
20	Pennsylvania	169,436	20	Ohio	172,092
21	Utah	168,814	21	Pennsylvania	170,095
22	New Mexico	166,356	22	Indiana	166,670
23	Idaho	157,604	23	New Mexico	166,356
24	Mississippi	152,341	24	Florida	163,404
25	South Carolina	152,074	25	Minnesota	162,838
26	North Dakota	149,609	26	Iowa	162,111
27	Alaska	149,331	27	Wisconsin	160,488
28	Indiana	145,703	28	Maryland	156,080
29	Arkansas	144,398	29	New Jersey	154,652
30	Vermont	143,706	30	Michigan	153,213
31	Kentucky	142,885	31	Arkansas	153,015
32	Delaware	142,855	32	Mississippi	152,341
33	South Dakota	141,675	33	Idaho	151,943
34	Ohio	139,859	34	Nevada	151,058
35	Georgia	138,683	35	Missouri	150,833
36	Wisconsin	138,307	36	Utah	150,742
37	Oklahoma	137,632	37	Maine	150,174
38	Maine	136,559	38	Alaska	148,306
39	Wyoming	132,379	39	New Hampshire	147,148
40	Iowa	130,987	40	Vermont	143,706
41	Missouri	128,094	41	South Dakota	141,675
42	Nevada	127,101	42	Delaware	139,996
43	Montana	126,529	43	Montana	136,581
44	Florida	121,200	44	Wyoming	136,581
45	Kansas	107,484	45	Kansas	129,227
46	West Virginia	91,930	46	North Dakota	127,981
	Illinois		47	Kentucky	120,822
	Minnesota		48	West Virginia	99,809
	New Hampshire			Rhode Island (g)	
	Texas			Texas	
	Median	154,972		Median	163,121

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THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH

<i>Rank</i>	<i>State</i>	<i>Social Services</i>	<i>Rank</i>	<i>State</i>	<i>Transportation</i>
1	Arkansas	301,574	1	Georgia	472,781
2	Virginia	266,371	2	Texas	361,415
3	Nebraska	262,655	3	South Carolina	313,086
4	Indiana	249,084	4	Missouri	276,845
5	Oklahoma	247,548	5	Arkansas	255,817
6	Texas	247,422	6	Connecticut (I)	252,150
7	Oregon	238,420	7	North Carolina	246,422
8	Washington	236,781	8	Oregon	238,420
9	California	236,298	9	Idaho	236,821
10	New York	231,138	10	New York	231,138
11	North Dakota	228,549	11	Washington	224,943
12	Arizona	225,884	12	California	219,686
13	Connecticut (I)	222,916	13	Florida	210,125
14	North Carolina	212,042	14	Maryland	209,459
15	Idaho	208,433	15	Louisiana	204,435
16	Maryland	201,113	16	Alabama	203,323
17	Florida	199,619	17	Virginia	194,961
18	Michigan	197,065	18	Oklahoma	194,366
19	South Carolina	196,502	19	Colorado	189,491
20	Maine	195,716	20	Illinois	189,113
21	Georgia	194,812	21	North Dakota	188,441
22	Alabama	191,850	22	Massachusetts	187,178
23	Colorado	189,491	23	Michigan	184,000
24	Illinois	189,113	24	New Jersey	183,859
25	Tennessee	180,439	25	Tennessee	180,439
26	Hawaii	179,436	26	Utah	180,374
27	Pennsylvania	179,046	27	Hawaii	179,436
28	Mississippi	179,027	28	Pennsylvania	179,046
29	Massachusetts	178,426	29	Ohio	172,092
30	Kansas	172,303	30	Indiana	170,727
31	Utah	168,814	31	Mississippi	168,100
32	Missouri	167,012	32	Nebraska	168,100
33	New Mexico	166,356	33	New Mexico	166,356
34	Minnesota	162,838	34	Wyoming	165,999
35	Vermont	162,281	35	Rhode Island (g)	162,847
36	Iowa	162,111	36	Minnesota	162,838
37	South Dakota	153,630	37	Vermont	162,281
38	Nevada	151,058	38	Iowa	162,111
39	Wisconsin	150,567	39	Wisconsin	160,488
40	Louisiana	150,234	40	Maine	160,423
	Alaska		41	Arizona	157,594
	Delaware		42	Alaska	156,955
	Kentucky		43	Delaware	153,534
	Montana		44	Nevada	151,058
	New Hampshire		45	New Hampshire	146,834
	New Jersey		46	Kentucky	142,885
	Ohio		47	South Dakota	141,675
	Rhode Island (g)		48	Montana	136,581
	West Virginia		49	West Virginia	126,075
	Wyoming		50	Kansas	123,842
	Median	195,264		Median	180,406

2022 The Book of the States compensation was aged by 2.5% each year to 2024.

State of Hawaii Department of Budget and Finance

Presented by Luis Salaveria,
Director of Budget & Finance
11/22/2024 COS meeting



Factors Affecting Fin Plan

- ❑ Loss of revenue from HB2404/Act 46 (Income Tax Break)
- ❑ Disaster related expenses
- ❑ Outstanding Hazard Pay liability
- ❑ Upcoming collective bargaining requirements
- ❑ Federal uncertainty
- ❑ National concerns (interest rate environment, recession)
- ❑ International concerns (exchange rate impacts, conflicts)

Financial Plan

REVENUES:	Adj. Act ^{1,7,8} FY 23	Adj. Act ^{1,7,8} FY 24	Estimated FY 25	Estimated FY 26	Estimated FY 27	Estimated FY 28	Estimated FY 29
Executive Branch:							
Tax revenues ²	-1.7%	4.0%	3.50%	2.2%	3.5%	3.1%	3.1%
Nontax revenues ³	9,200.2	9,568.3	9,902.1	10,124.5	10,480.1	10,807.9	11,148.1
Judicial Branch revenues ³	965.4	1,041.8	863.8	880.9	889.1	912.5	928.7
	26.6	25.6	26.7	26.7	27.0	27.0	27.0
TOTAL REVENUES	10,192.2	10,635.7	10,792.6	11,032.0	11,396.2	11,747.5	12,103.9
EXPENDITURES							
Executive Branch:							
Operating ⁴	9,184.3	10,733.7	10,321.7	9,978.6	10,035.7	10,182.6	10,254.8
CIP	0.5	330.1	113.3	0.0	0.0	0.0	0.0
Specific appropriation/CB ⁵	1,572.0	780.9	558.5	279.8	312.4	320.4	320.2
Other expenditures/adjustments ⁶	0.0	0.0	110.2	605.0	505.0	105.0	105.0
Sub-total - Exec Branch	10,756.8	11,844.7	11,103.7	10,863.4	10,853.1	10,608.0	10,680.0
Legislative Branch	46.3	47.5	55.7	47.5	47.5	47.5	47.5
Judicial Branch	174.1	189.5	230.6	198.8	198.8	198.8	198.8
OHA	2.3	3.3	3.0	3.0	3.0	3.0	3.0
Counties	0.1	-	-	-	-	-	-
Lapses	(347.3)	(863.3)	(80.0)	(80.0)	(80.0)	(80.0)	(80.0)
TOTAL EXPENDITURES	10,632.3	11,221.7	11,312.9	11,032.6	11,022.3	10,777.3	10,849.2
REV. OVER (UNDER) EXPEND.	(440.1)	(586.0)	(520.4)	(0.6)	373.9	970.2	1,254.6
CARRY-OVER BALANCE (DEFICIT)							
Beginning	2,619.0	2,178.9	1,592.9	1,072.6	1,071.9	1,445.8	2,416.0
Ending	2,178.9	1,592.9	1,072.6	1,071.9	1,445.8	2,416.0	3,670.6

THANK YOU

The Judiciary



Presentation to the 2025 Commission on Salaries

Presented by Chief Justice Mark Recktenwald
11/22/2024 COS meeting

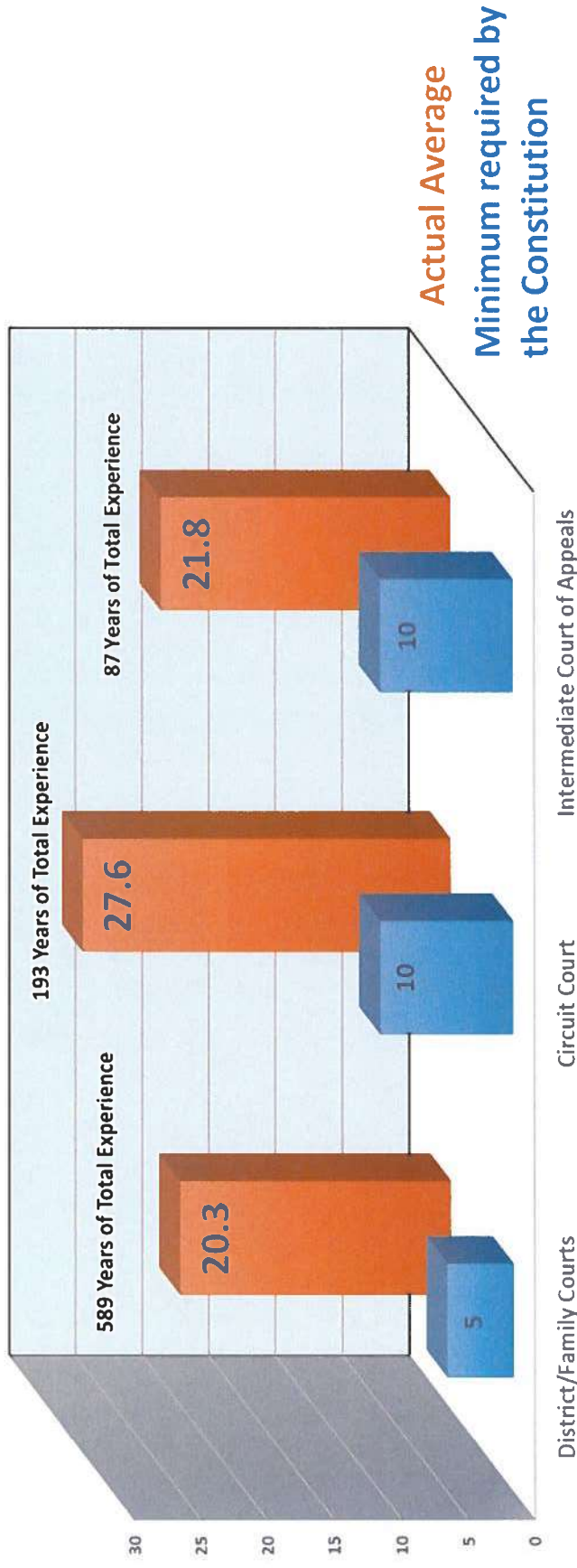
Judicial Salary Objectives

To attract the most
qualified judicial
applicants

To retain experienced
Justices and Judges



Hawai'i Judges are highly experienced at the time they are first appointed



Judicial Salary Increases since the 2019 Commission on Salaries

0.97% on 7/1/19

2.82% on 1/1/23

0.93% on 7/1/23

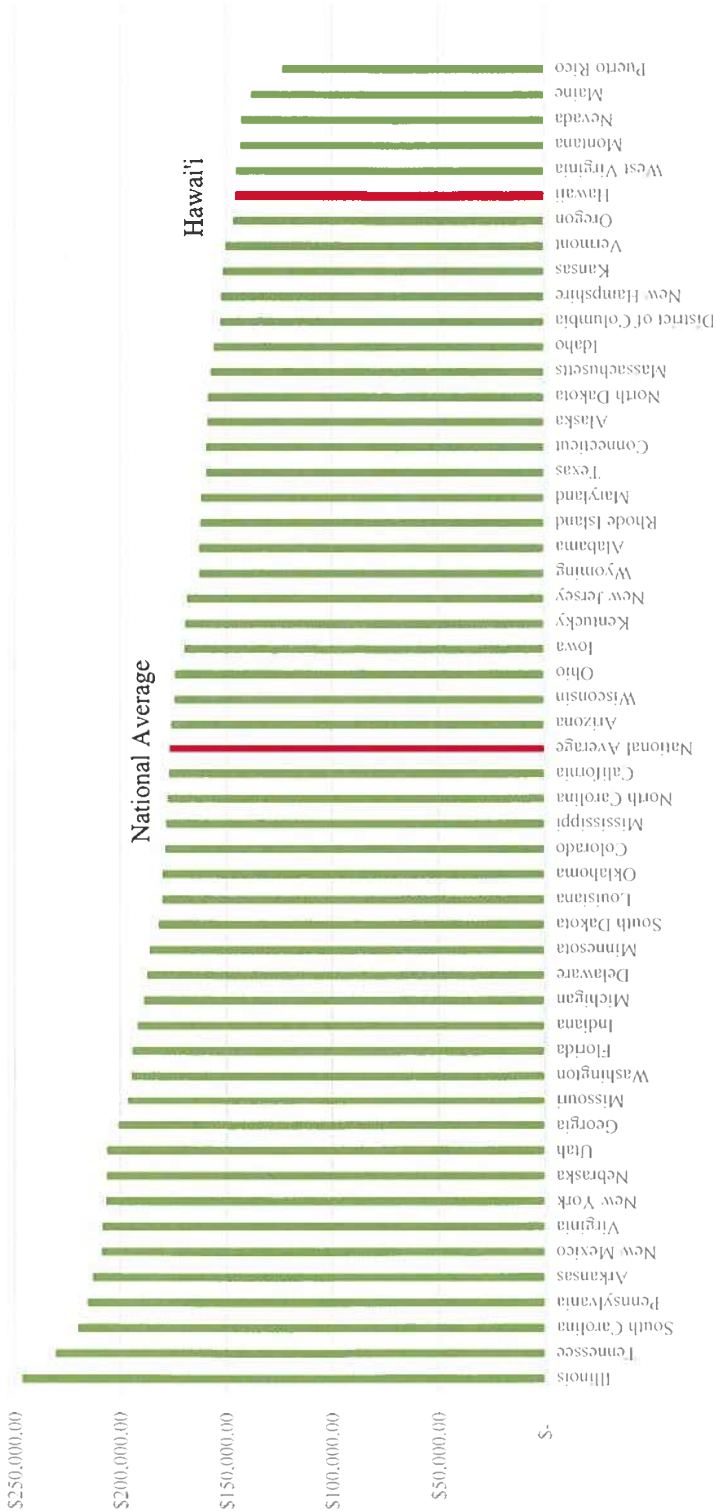
0.92% on 7/1/24

Total: 5.64% over six years

This pertains to Circuit Court Judges as general jurisdiction trial judges. Other judicial positions received the same dollar amounts as increases on the same dates.



Comparing Judicial Salaries Adjusted for Cost-of-Living

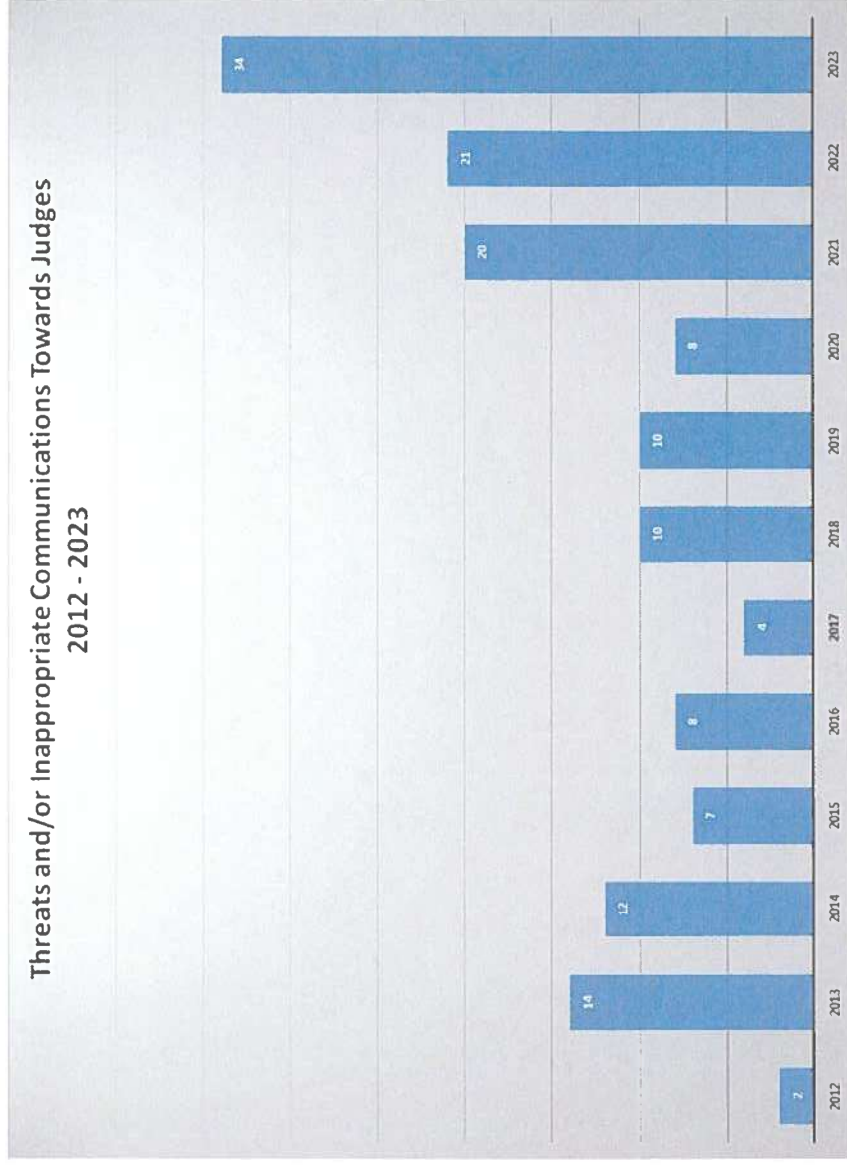


Source: NCSC, Survey of Judicial Salaries, Vol. 49, No. 2, General Jurisdiction Court, Adjusted for Cost-of-Living Index As of July 1, 2024.



Judicial Security

Threats and/or Inappropriate Communications Towards Judges
2012 - 2023



Source: Judiciary.

Judicial Vacancies Impact the Public

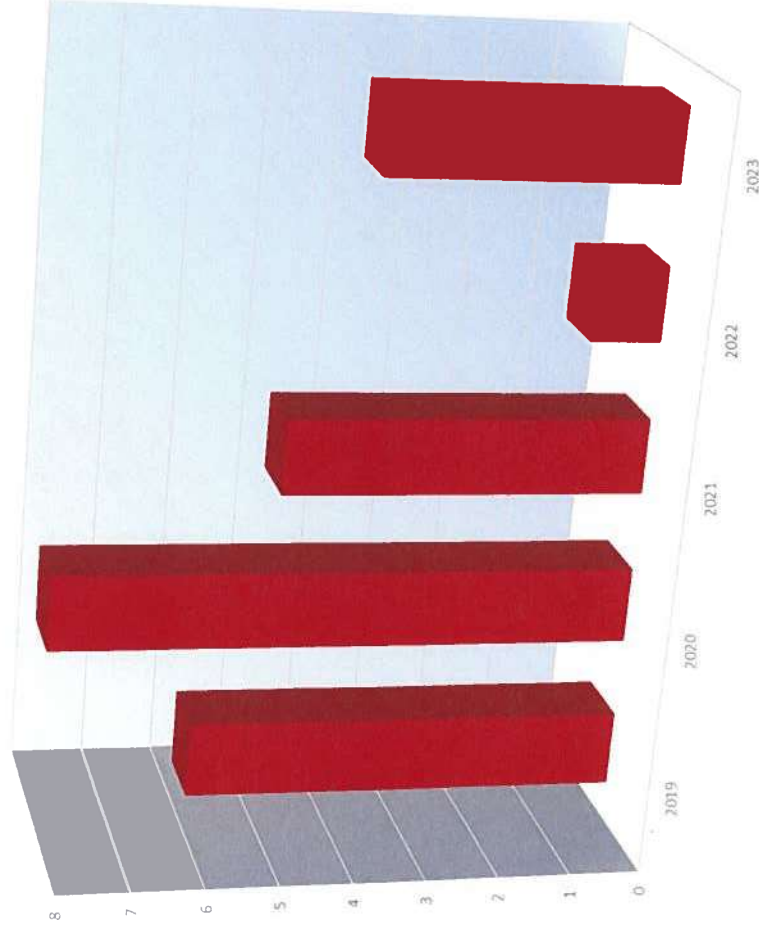
	Number of Days Vacant	Number of Days Recruiting	
Chief Judge, Intermediate Court of Appeals	315	358	Roughly 900 pending cases across the Court. Cases pending on appeal maintain a high degree of uncertainty for litigants until final resolution of the cases.
District Family Court Judge, Second Circuit	194	232	Second Circuit now has just one District Family Court Judge, who is responsible for approximately 2,000 cases per year. The lack of consistency negatively impacts families and children before the Court.
Circuit Court, Third Circuit	145	477	Kona has just one Circuit Court Judge, who is responsible for over 1,000 of the most serious cases for the Kona side of the island.



Voluntary Judicial Retirements

Voluntary Judicial Retirements

Note: Does not include mandatory retirements due to reaching age 70



Note: Total of 396 Years of Experience Represented

By the end of
2025, **38**
current
Justices and
Judges will be
eligible for full
retirement.*

Source: Judiciary.

* This is based on the Judiciary's unofficial calculations, and refers to years of service and age, not mandatory retirement at the age of 70.



Judicial Selection Commission: Judicial Posts Lure Fewer Applicants



By The Sunshine
Editorial Board
July 15, 2024

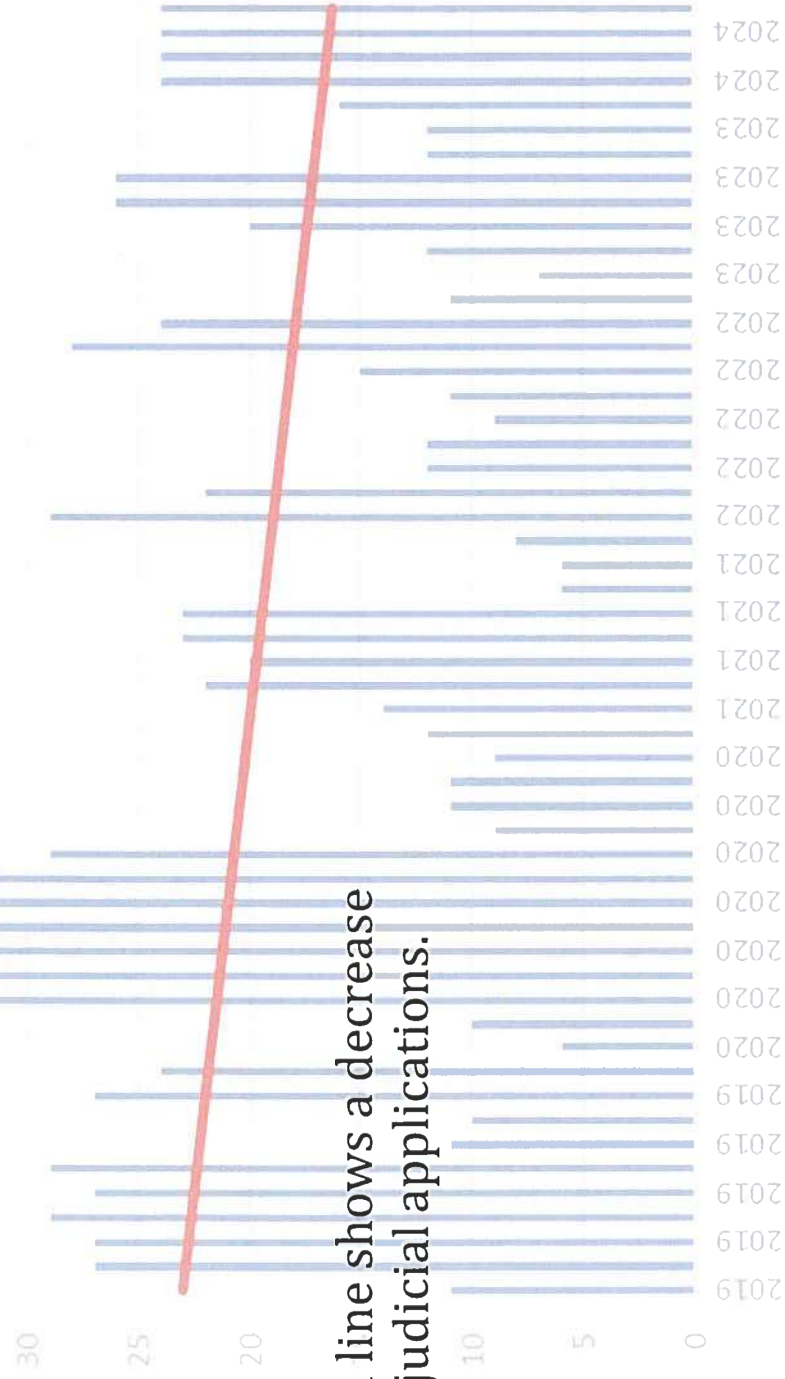
Who are we to judge?: There have been several unsuccessful attempts to raise the retirement age for Hawaii judges and justices from the current limit of 70 years. And The Blog has heard some grumbling that their salaries are lower than what can be earned in the private sector.

Whatever the reason, the Hawaii State Judiciary appears to be struggling to attract fresh applicants. On Thursday it put out a notice that it had extended a deadline for a Maui family court judge vacancy, issued a second deadline extension for a vacancy on the Intermediate Court of Appeals and issued a third extension for a Circuit Court judge for Hawaii island.

Three more judicial vacancies also just opened: for a District Court judge and two Family Court judges on Oahu.

<https://www.civilbeat.org/2024/07/the-sunshine-blog-maui-still-isnt-releasing-that-big-atf-report-on-the-lahaina-fire-heres-what-theyre-saying-now/>

Declining Judicial Applications

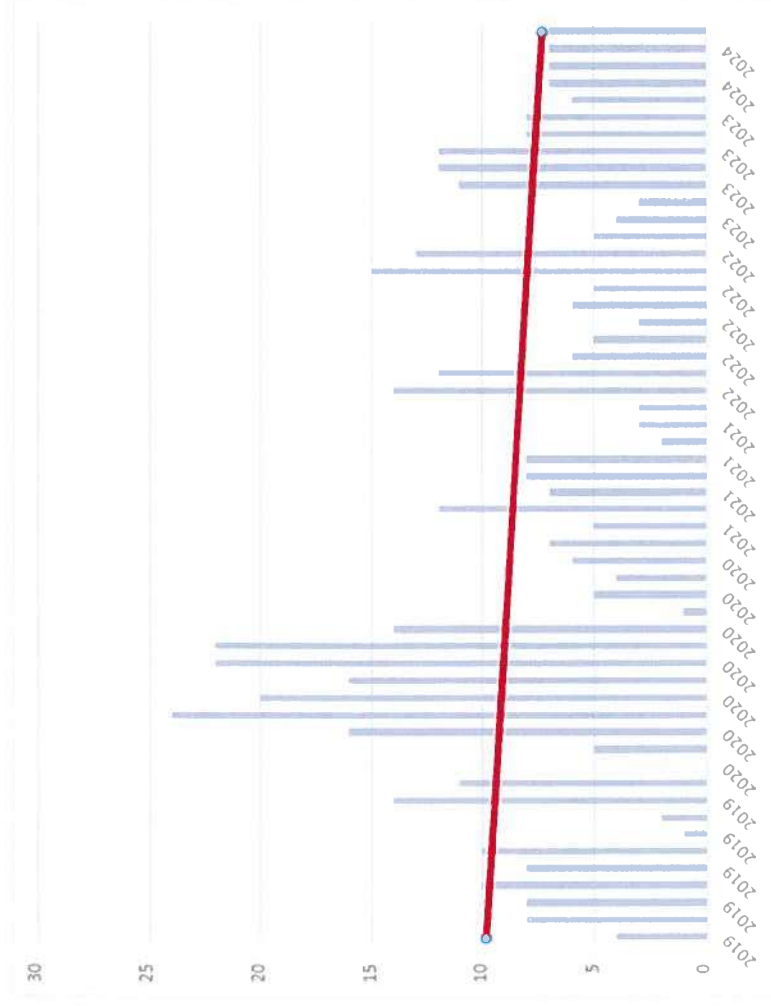


This trend line shows a decrease in overall judicial applications.

Source: Judiciary. The year indicates the year of the judicial vacancy.



Declining Applications from Female Attorneys

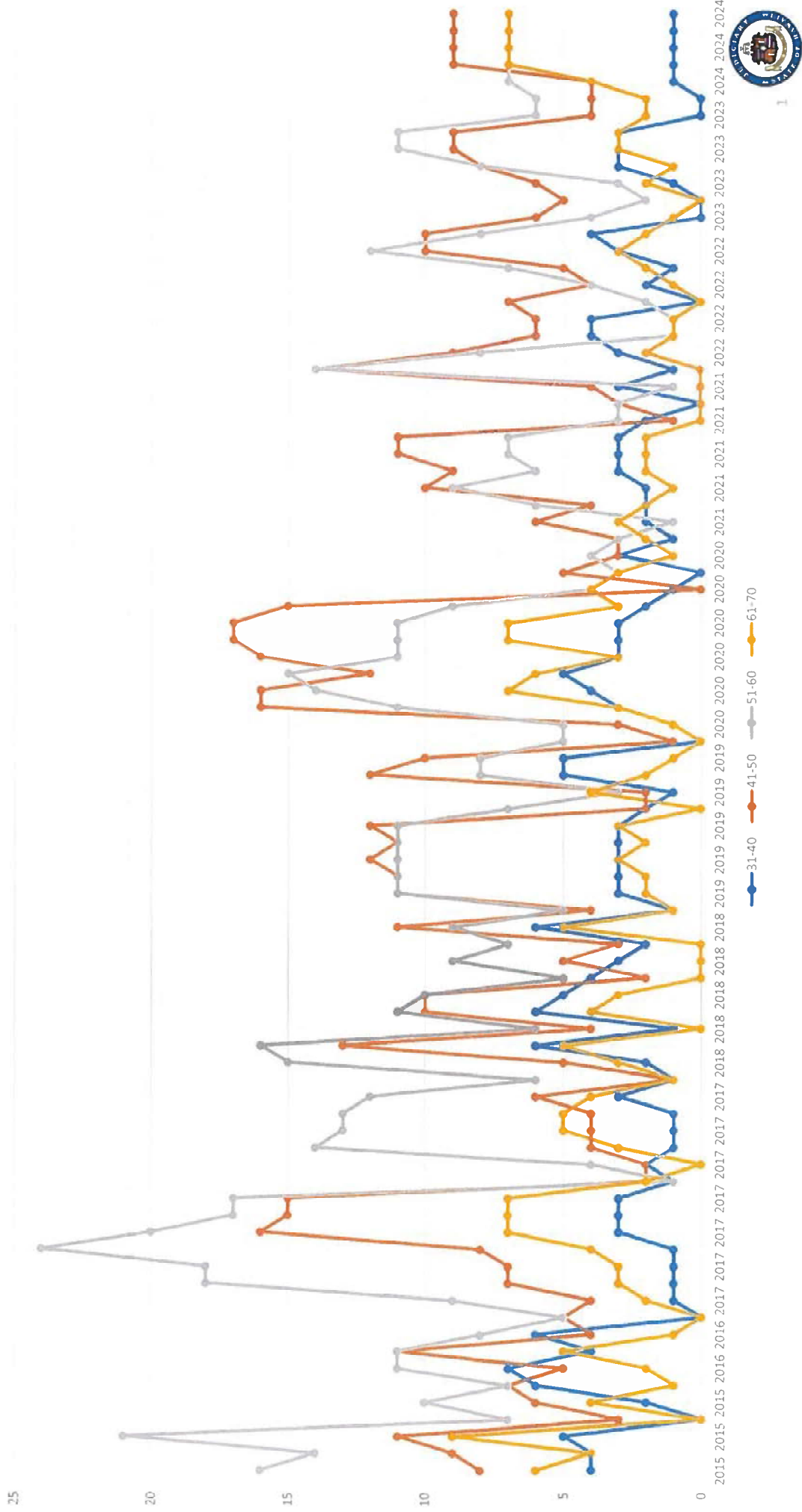


Source: Judiciary. The year indicates the year of the judicial vacancy.



100

Number of Applicants for Judicial Office by Age, 2015 through August 2024



Presented by Brandon Kimura
12/19/2024 COS meeting



HEC Professional, Administrative, & Management Salary Survey

Data as of May 1, 2024

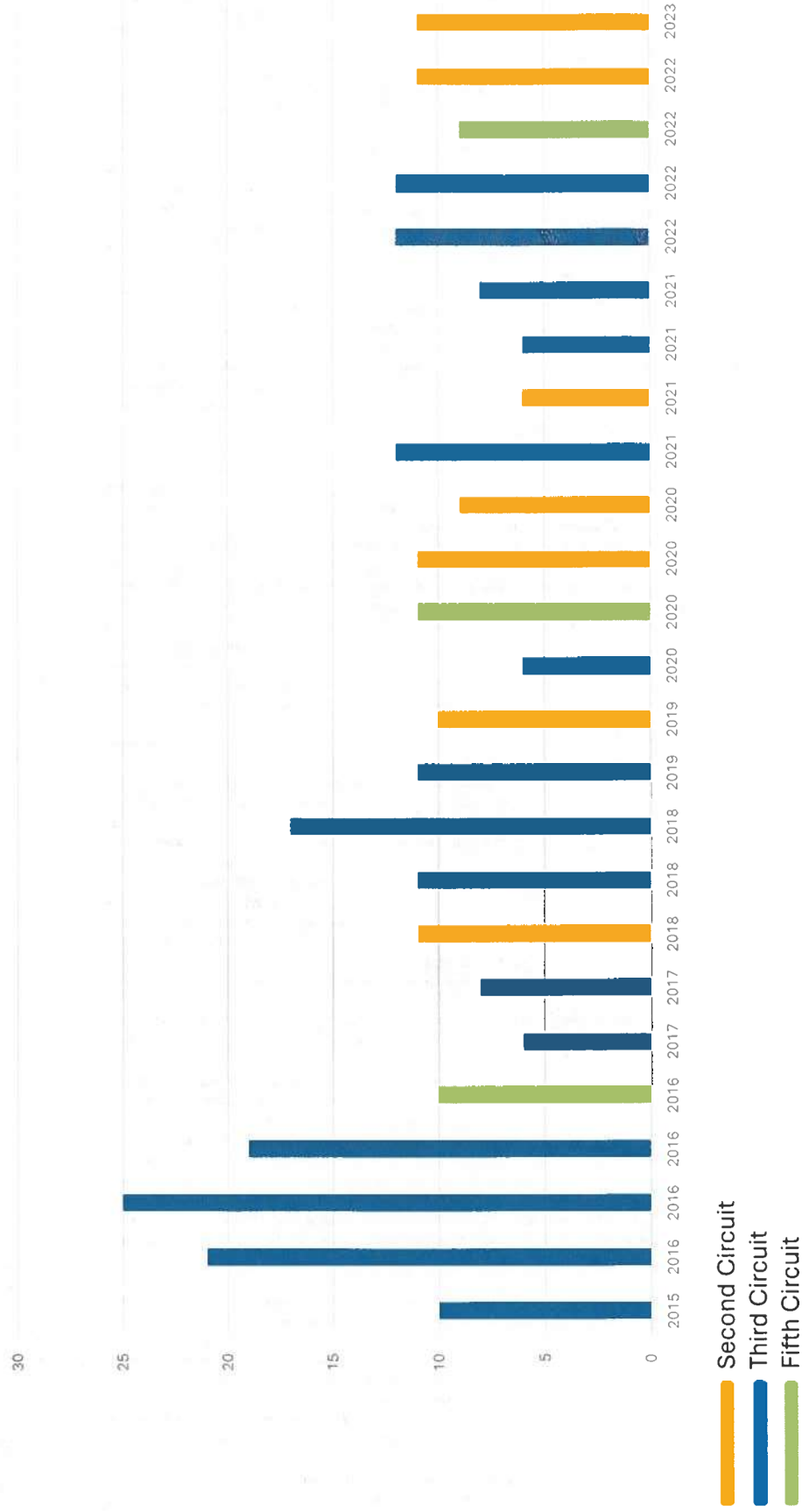
Title	# CO	Average Min	Average Max
Top Legal Executive - Directs the legal affairs of the organization	10	185,076	301,896
Senior Counsel - Handles more complex legal matters - 8+ yrs of significant exp	11	126,764	222,537
Counsel - Handles a variety of moderately complex projects - 4-8 yrs exp	12	94,380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

HEC Employee Benefit Plans in Hawaii Survey

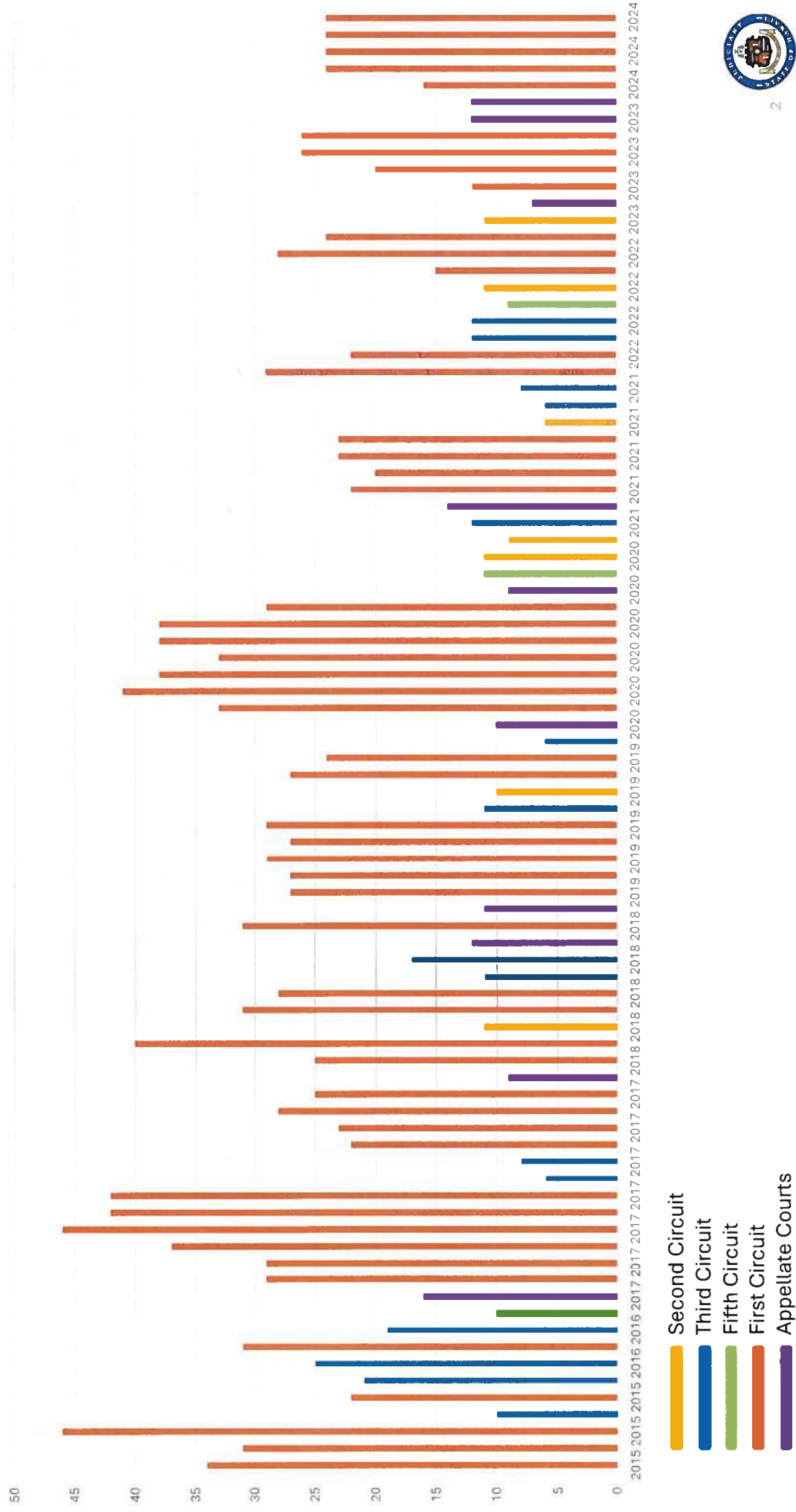
Survey Date - June 1, 2024

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

Number of Applicants for Judicial Office in the Second, Third, and Fifth Circuits,
2015 through August 2024



Number of Applicants for Judicial Office, 2015 through August 2024



Salaries and Rankings - Listed Alphabetically by Jurisdiction Name

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts and judges of general jurisdiction trial courts. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1."

The adjustment factor for general jurisdiction courts is available for 52 of the jurisdictions. Salaries are as of July 1, 2024.

	Court of Last Resort		Intermediate Appellate Court		General Jurisdiction Court		General Jurisdiction Court <i>Adjusted for Cost-of-Living Index</i>		
	Salary	Rank	Salary	Rank	Salary	Rank	Factor	Salary	Rank
Alabama	\$189,353	36	\$188,271	25	\$151,482	50	93.1	\$162,709	33
Alaska	\$226,200	18	\$213,701	17	\$209,157	14	131.8	\$158,693	38
American Samoa	No Response		Not Applicable		\$68,675	56	Not Available		
Arizona	\$205,000	27	\$190,000	23	\$180,000	31	102.4	\$175,781	26
Arkansas	\$203,625	28	\$197,596	22	\$192,919	24	90.5	\$213,170	5
California	\$291,094	1	\$272,902	1	\$238,479	3	134.8	\$176,913	25
Colorado	\$215,904	24	\$207,351	20	\$198,798	22	111.2	\$178,775	22
Connecticut	\$222,545	21	\$209,046	19	\$201,023	21	126.2	\$159,289	37
Delaware	\$218,684	23	Not Applicable		\$205,600	18	109.7	\$187,420	17
District of Columbia	\$257,900	4	Not Applicable		\$243,300	2	159.1	\$152,923	42
Florida	\$258,957	3	\$218,939	12	\$196,898	23	101.4	\$194,180	14
Georgia	\$189,112	37	\$187,990	27	\$187,796	26	93.5	\$200,851	11
Guam	\$177,000	44	Not Applicable		\$165,114	42	Not Available		
Hawaii	\$239,688	10	\$222,804	9	\$217,104	8	149.2	\$145,512	47
Idaho	\$169,508	50	\$161,508	40	\$155,508	48	99.8	\$155,820	41
Illinois	\$284,948	2	\$268,190	2	\$246,099	1	99.8	\$246,592	1
Indiana	\$221,024	22	\$214,852	14	\$183,513	28	95.6	\$191,959	15
Iowa	\$196,692	31	\$178,253	33	\$165,959	41	97.8	\$169,692	29
Kansas	\$168,598	51	\$163,156	39	\$148,912	51	98.2	\$151,642	44
Kentucky	\$170,050	48	\$163,292	38	\$156,565	47	92.5	\$169,259	30
Louisiana	\$194,427	33	\$182,007	31	\$174,988	33	97.2	\$180,029	20
Maine	\$172,266	47	Not Applicable		\$161,470	43	116.8	\$138,245	51
Maryland	\$226,433	16	\$213,633	18	\$204,433	19	126.4	\$161,735	35
Massachusetts	\$226,187	19	\$213,924	15	\$207,855	16	132.2	\$157,228	40
Michigan	\$181,483	43	\$186,310	28	\$172,135	36	91.1	\$188,951	16
Minnesota	\$214,935	25	\$202,528	21	\$190,117	25	102.1	\$186,207	18
Mississippi	\$173,800	45	\$168,467	35	\$158,000	46	88.6	\$178,330	23
Missouri	\$205,965	26	\$188,267	26	\$177,609	32	90.5	\$196,253	12
Montana	\$162,503	52	Not Applicable		\$148,872	52	104.0	\$143,146	49
Nebraska	\$225,055	20	\$213,803	16	\$208,176	15	100.8	\$206,524	9
Nevada	\$170,000	49	\$165,000	36	\$160,000	45	112.0	\$142,857	50
New Hampshire	\$197,945	29	Not Applicable		\$185,640	27	121.6	\$152,664	43
New Jersey	\$226,292	17	\$215,546	13	\$204,167	20	121.2	\$168,455	31
New Mexico	\$232,606	12	\$220,979	10	\$209,914	13	100.5	\$208,870	6
New York	\$257,500	5	\$245,100	3	\$232,600	4	112.4	\$206,940	8
North Carolina	\$197,802	30	\$189,621	24	\$169,125	39	95.2	\$177,652	24
North Dakota	\$186,484	41	Not Applicable		\$171,113	38	107.9	\$158,585	39
Northern Mariana Islands	\$126,000	55	Not Applicable		\$120,000	55	Not Available		
Ohio	\$187,805	39	\$175,045	34	\$160,975	44	92.5	\$174,027	28
Oklahoma	\$173,469	46	\$164,339	37	\$167,703	40	93.2	\$179,939	21
Oregon	\$188,208	38	\$184,584	30	\$174,108	35	118.6	\$146,803	46
Pennsylvania	\$253,361	6	\$239,059	4	\$219,933	6	102.0	\$215,621	4
Puerto Rico	\$153,519	53	\$139,563	42	\$126,875	54	102.6	\$123,660	52
Rhode Island	\$230,343	13	Not Applicable		\$207,384	17	127.9	\$162,145	34
South Carolina	\$229,026	14	\$223,300	8	\$217,574	7	98.8	\$220,217	3
South Dakota	\$194,241	34	Not Applicable		\$181,426	30	99.7	\$181,972	19
Tennessee	\$228,132	15	\$220,548	11	\$212,940	12	92.3	\$230,704	2
Texas	\$184,800	42	\$178,400	32	\$154,000	49	96.6	\$159,420	36
Utah	\$235,300	11	\$224,600	7	\$213,900	10	103.7	\$206,268	10
Vermont	\$191,963	35	Not Applicable		\$182,499	29	121.2	\$150,577	45
Virgin Islands	\$241,091	9	Not Applicable		\$213,992	9	Not Available		
Virginia	\$243,842	8	\$225,325	6	\$213,839	11	102.5	\$208,623	7
Washington	\$247,064	7	\$235,188	5	\$223,913	5	115.0	\$194,707	13
West Virginia	\$149,600	54	\$142,500	41	\$138,600	53	95.3	\$145,435	48
Wisconsin	\$196,102	32	\$184,995	29	\$174,512	34	100.1	\$174,338	27
Wyoming	\$187,250	40	Not Applicable		\$171,200	37	105.2	\$162,738	32
Mean	\$207,249		\$200,011		\$184,366				
Median	\$203,625		\$200,062		\$183,006				
Range	\$126,000 to \$291,094		\$139,563 to \$272,902		\$68,675 to \$246,099				

The figures presented use the C2ER Cost-of-Living Index. The Council for Community and Economic Research-C2ER is the most widely accepted U.S. source for cost-of-living indices. C2ER does not provide cost of living index for U.S. Territories (except for San Juan, Puerto Rico). Due to the rounding of C2ER factors to the nearest hundredth for publication purposes, user calculations of our adjusted salary figures may not equate to the published totals. More detailed information can be found at www.c2er.org.



»» 2024 BAR STATISTICS & SUMMARIES

1100 Alakea Street, Suite 1000
Honolulu, HI 96813
WWW.HSBA.ORG

MEMBERSHIP BREAKDOWN



TOTAL MEMBERSHIP

8,327

Active Attorneys: (Active, Government, Judge)

4,946

Inactive Attorneys: (Voluntary/Pro Bono)

3,381

TOTAL ATTORNEYS IN HAWAII: (Active & Inactive)

Oahu Attorneys:

4,752

Maui Attorneys:

350

Kauai Attorneys:

132

East Hawaii Attorneys:

236

West Hawaii Attorneys:

180

ACTIVE STRUCTURE OF PRACTICE

3,884

In House Counsel

334

Solo

1,197

Firms 2-5 Attorneys

661

Firms of 6-14 Attorneys

460

Firms of 15 or More

771

Non-Legal Entity

118

Government

128

Not Applicable

215

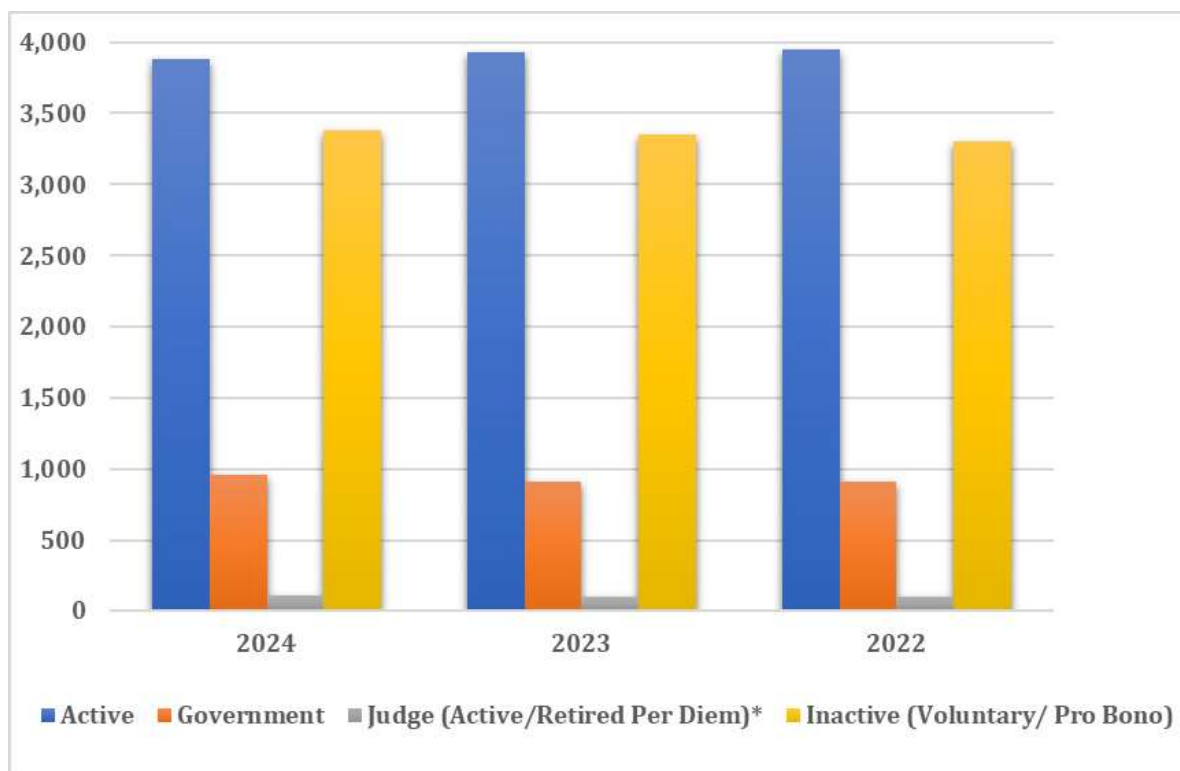
JUDGES:

103 (Including 5 Retired Per Diem Judges)

GOVERNMENT ATTORNEYS:

959

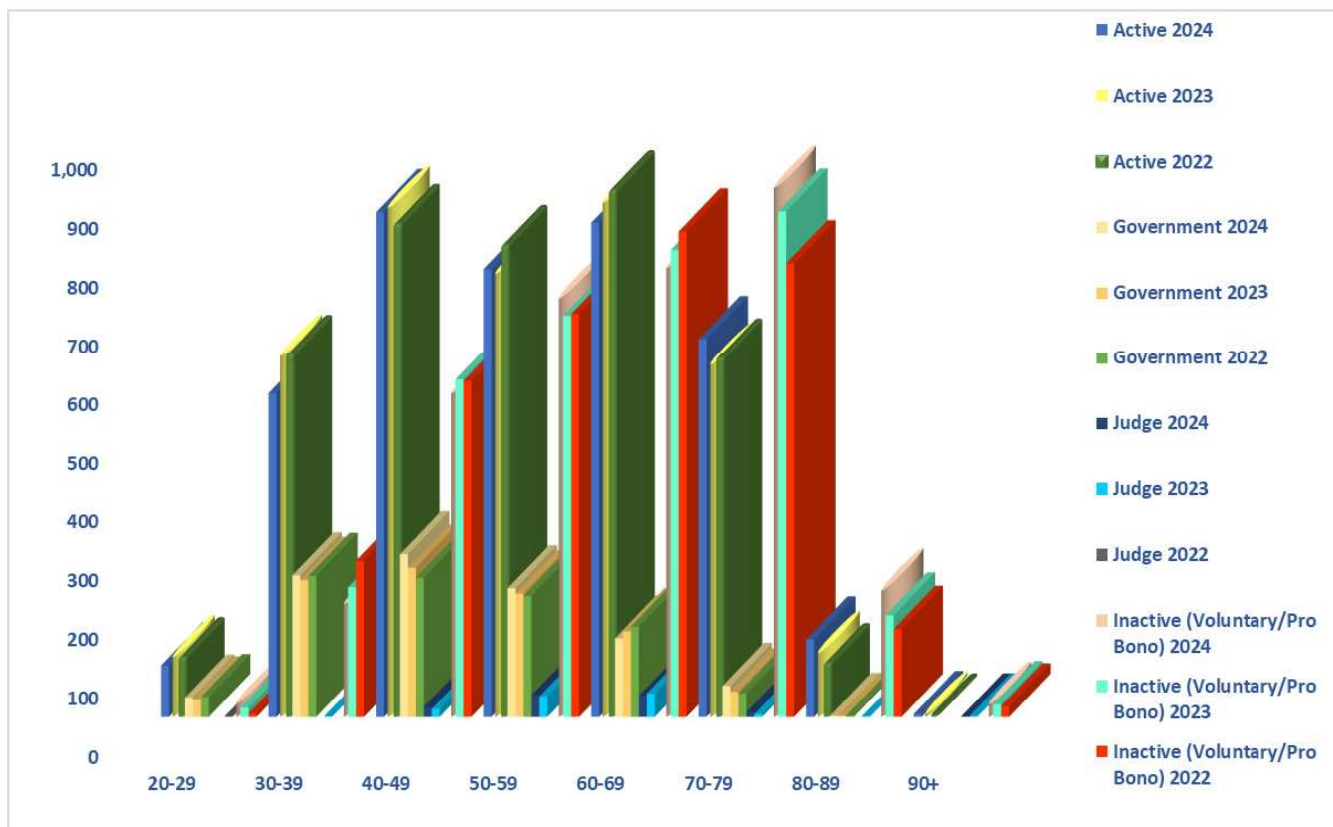
2024 ACTIVE MEMBERS' STRUCTURE OF PRACTICE



		Total	Women	Total in Hawaii	Women in Hawaii	Total under 5	Hawaii Women under 5	Total 5+	Hawaii Women 5+
Active	2024	3,884	1,422	3,149	1,165	214	104	3,670	1,061
	2023	3,927	1,437	3,201	1,177	238	116	3,689	1,061
	2022	3,951	1,422	3,258	1,181	245	104	3,706	1,077
Government	2024	959	466	875	424	70	39	889	385
	2023	918	446	840	407	56	24	862	383
	2022	913	435	831	394	61	29	852	365
Judge (Active/Retired Per Diem)*	2024	103	47	101	46			103	46
	2023	99	47	98	46			99	46
	2022	97	44	96	44			97	44
Total	2024	4,946	1,935	4,125	1,635	284	143	4,662	1,492
	2023	4,944	1,930	4,139	1,630	294	140	4,650	1,490
	2021	4,961	1,901	4,185	1,619	306	133	4,655	1,486
Inactive (Voluntary/Per Diem/Pro Bono)	2024	3,381	1,539	1,525	715	45	23	3,336	692
	2023	3,347	1,526	1,473	687	37	20	3,310	667
	2022	3,298	1,507	1,408	675	33	15	3,265	660
Grand Total	2024	8,327	3,474	5,650	2,379	329	195	7,998	2,184
	2023	8,291	3,456	5,612	2,317	331	160	7,960	2,157
	2022	8,259	3,408	5,593	2,294	339	148	7,920	2,146

* Judge - Including 5 Retired Per Diem Judges for 2024
 - including 7 Retired Per Diem Judges for 2023
 - including 11 Retired Per Diem Judges for 2022

2024 AGE STATISTICS



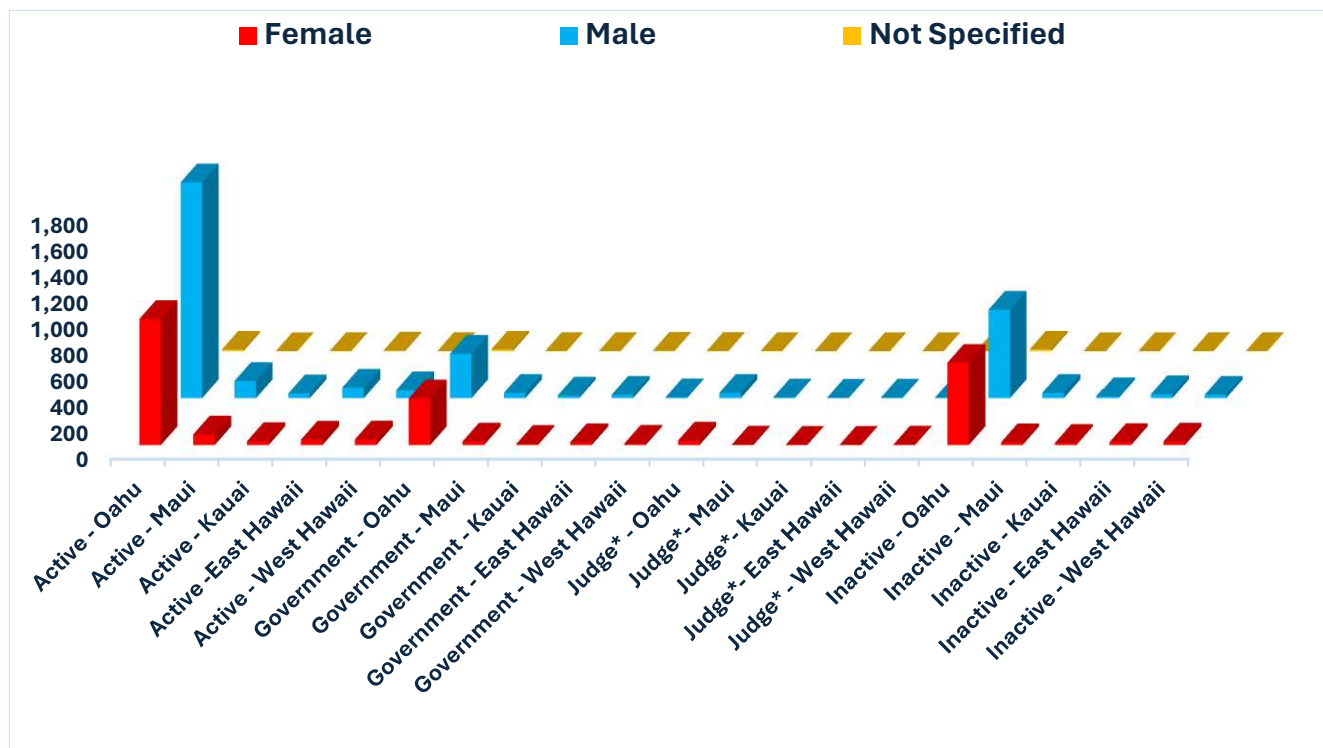
AGE	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90+	Total Members
Active 2024	88	550	860	763	842	644	132	5	3,884
Active 2023	102	614	867	755	876	599	109	5	3,927
Active 2022	100	615	838	802	895	609	90	2	3,951
Government 2024	33	241	277	219	134	53	2		959
Government 2023	30	233	254	210	146	43	2		918
Government 2022	34	240	237	206	154	40	2		913
Judge 2024		1	17	37	38	9	1		103
Judge 2023			17	37	36	8		1	99
Judge 2022		1	14	35	40	5	1	1	97
Inactive (Voluntary/Pro Bono) 2024	23	192	550	713	765	901	215	22	3,381
Inactive (Voluntary/Pro Bono) 2023	16	221	574	684	796	861	173	22	3,347
Inactive (Voluntary/Pro Bono) 2022	6	266	571	687	827	773	150	18	3,298
TOTAL 2024	144	984	1,704	1,732	1,779	1,607	350	27	8,327
TOTAL 2023	148	1,068	1,712	1,686	1,854	1,511	284	28	8,291
TOTAL 2022	140	1,122	1,660	1,730	1,916	1,427	243	21	8,259

* Judge - Including 5 Retired Per Diem Judges for 2024

- including 7 Retired Per Diem Judges for 2023

- including 11 Retired Per Diem Judges for 2022

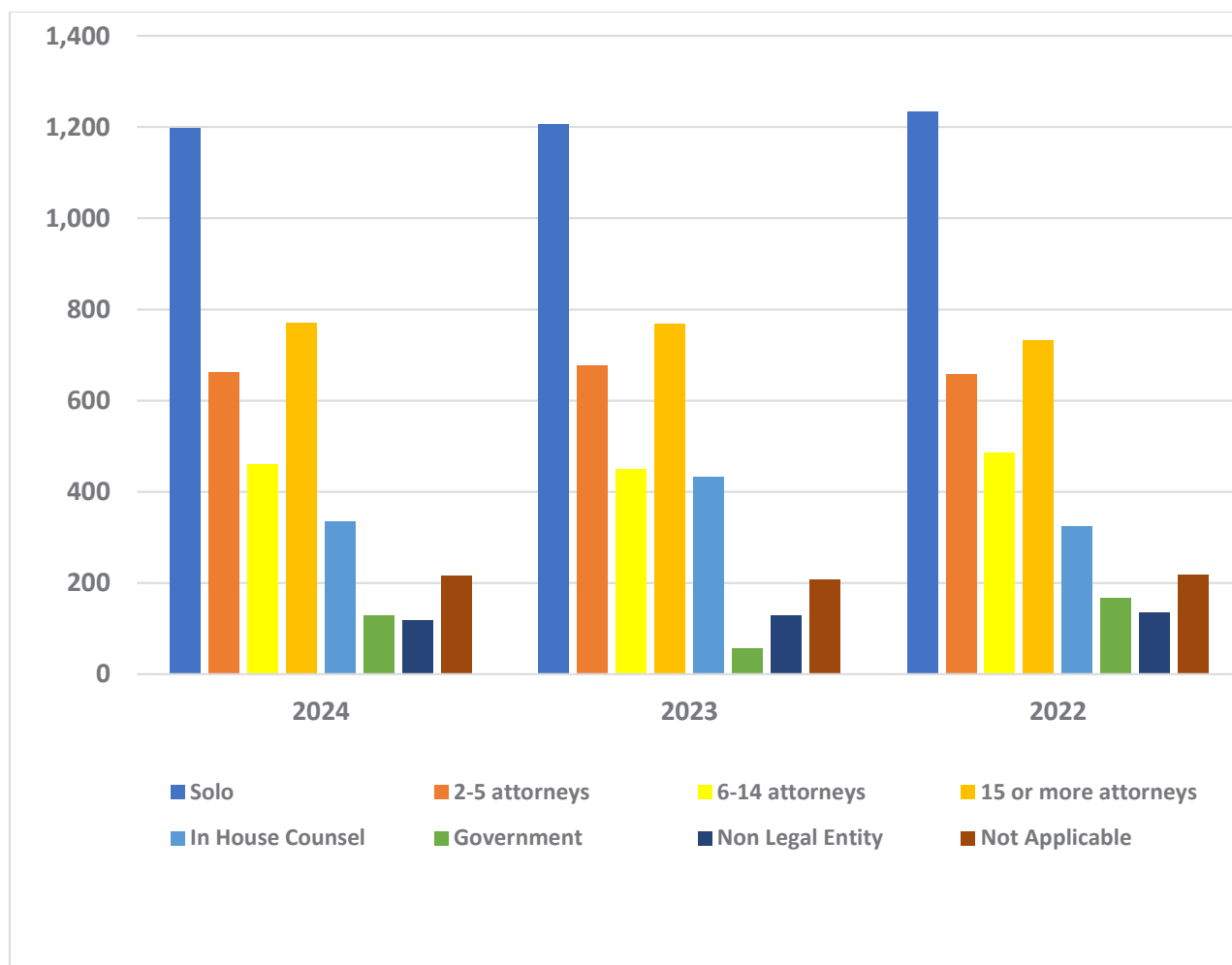
2024 CLASSIFICATION REPORT BY GENDER PER ISLAND



		Oahu					Maui					Kauai					Total						
		Active	Gov't	Judge*	Inactive (Voluntary/ Pro Bono/ Per Diem)	Total			Active	Gov't	Judge*	Inactive (Voluntary/ Pro Bono/ Per Diem)	Total			Active	Gov't	Judge*	Inactive (Voluntary/ Pro Bono/ Per Diem)	Total			
Oahu	2024	Female	971	356	34	628	1,989	East Hawaii	2024	Female	41	22	2	23	88	West Hawaii	2024	Female	1,165	424	46	715	2,350
		Male	1,657	339	40	684	2,720			Male	80	25	4	30	139			Male	1,964	430	54	793	
		NS	13	14	1	15	43			NS	5	3		1	9			NS	20	21	1	17	
	2023	Female	978	343	35	603	1,959		2023	Female	45	19	2	22	88		2023	Female	1,177	407	46	687	
		Male	1,693	323	37	656	2,709			Male	76	25	4	33	138			Male	2,002	413	51	768	
		NS	13	13	1	16	43			NS	6	3		1	10			NS	22	20	1	18	
	2022	Female	979	326	35	588	1,928		2022	Female	41	20	2	19	82		2022	Female	1,181	393	44	671	
		Male	1,728	328	38	633	2,727			Male	81	26	4	30	141			Male	2,044	423	51	736	
		NS	21	12	1	34				NS	7	1		1	9			NS	33	15	1	1	
Maui	2024	Female	81	27	4	21	133	Total	2024	Female	42	10	4	27	83		2024	Female					
		Male	131	40	5	40	216			Male	60	6	2	25	93			Male					
		NS		1		1				NS	1	2		1	4			NS					
	2023	Female	80	27	3	22	132		2023	Female	43	8	4	25	80		2023	Female					
		Male	135	41	5	40	221			Male	62	6	2	23	93			Male					
		NS		2		2				NS	2	1		1	4			NS					
	2022	Female	84	29	2	20	135		2022	Female	45	8	3	28	84		2022	Female					
		Male	127	45	5	40	217			Male	68	6	2	16	92			Male					
		NS	1			1				NS	3	1		1	4			NS					
Kauai	2024	Female	30	9	2	16	57		2024	Female	1,165	424	46	715	2,350		2024	Female					
		Male	36	20	3	14	73			Male	1,964	430	54	793			Male						
		NS	1	1		2				NS	20	21	1	17			NS						
	2023	Female	31	10	2	15	58		2023	Female	1,177	407	46	687			2023	Female					
		Male	36	18	3	16	73			Male	2,002	413	51	768			Male						
		NS	1	1		2				NS	22	20	1	18			NS						
	2022	Female	32	10	2	16	60		2022	Female	1,181	393	44	671			2022	Female					
		Male	40	18	2	17	77			Male	2,044	423	51	736			Male						
		NS	1	1		2				NS	33	15	1	1				NS					

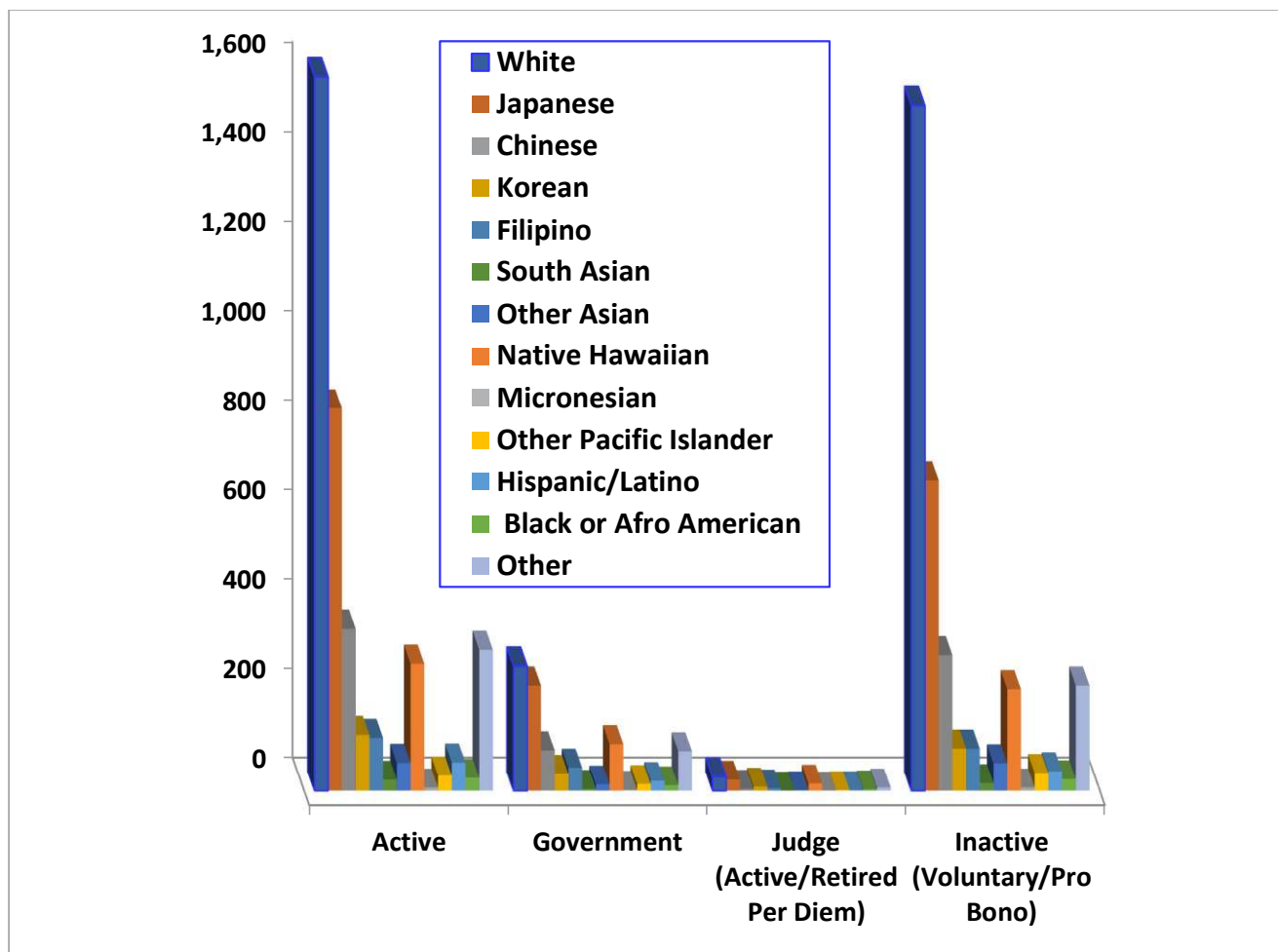
* Judge - Including 5 Retired Per Diem Judges for 2024
 - including 7 Retired Per Diem Judges for 2023
 - including 11 Retired Per Diem Judges for 2022

2024 ACTIVE MEMBERSHIP STRUCTURE



	2024	2023	2022
Solo	1,197	1,206	1,233
2-5 attorneys	661	677	658
6-14 attorneys	460	449	485
15 or more attorneys	771	769	732
In House Counsel	334	433	324
Government	128	57	167
Non Legal Entity	118	129	135
Not Applicable	215	207	217
	3,884	3,927	3,951

2024 ETHNICITY SUMMARY



	White			Japanese			Chinese			Korean			Filipino			South Asian			Other Asian			Native Hawaiian		
	F	M	NS	F	M	NS	F	M	NS	F	M	NS	F	M	NS	F	M	NS	F	M	NS	F	M	NS
Active	473	1,114	10	341	512	3	125	237	1	60	66		64	54	1	8	16	1	34	28	1	148	136	1
Government	123	153	3	126	108	2	47	43	1	18	19	1	21	27	4	2	2		11	3		56	47	2
Judge(Active/Per Diem)	13	18		12	13		2	2		3	6		1	4					1			11	4	1
Inactive (Voluntary/Pro Bono)	603	923	7	322	365	7	157	145	2	55	39	1	51	42	2	11	6		34	28		132	95	1
TOTAL	3,440			1,811			762			268			271			46			140			634		

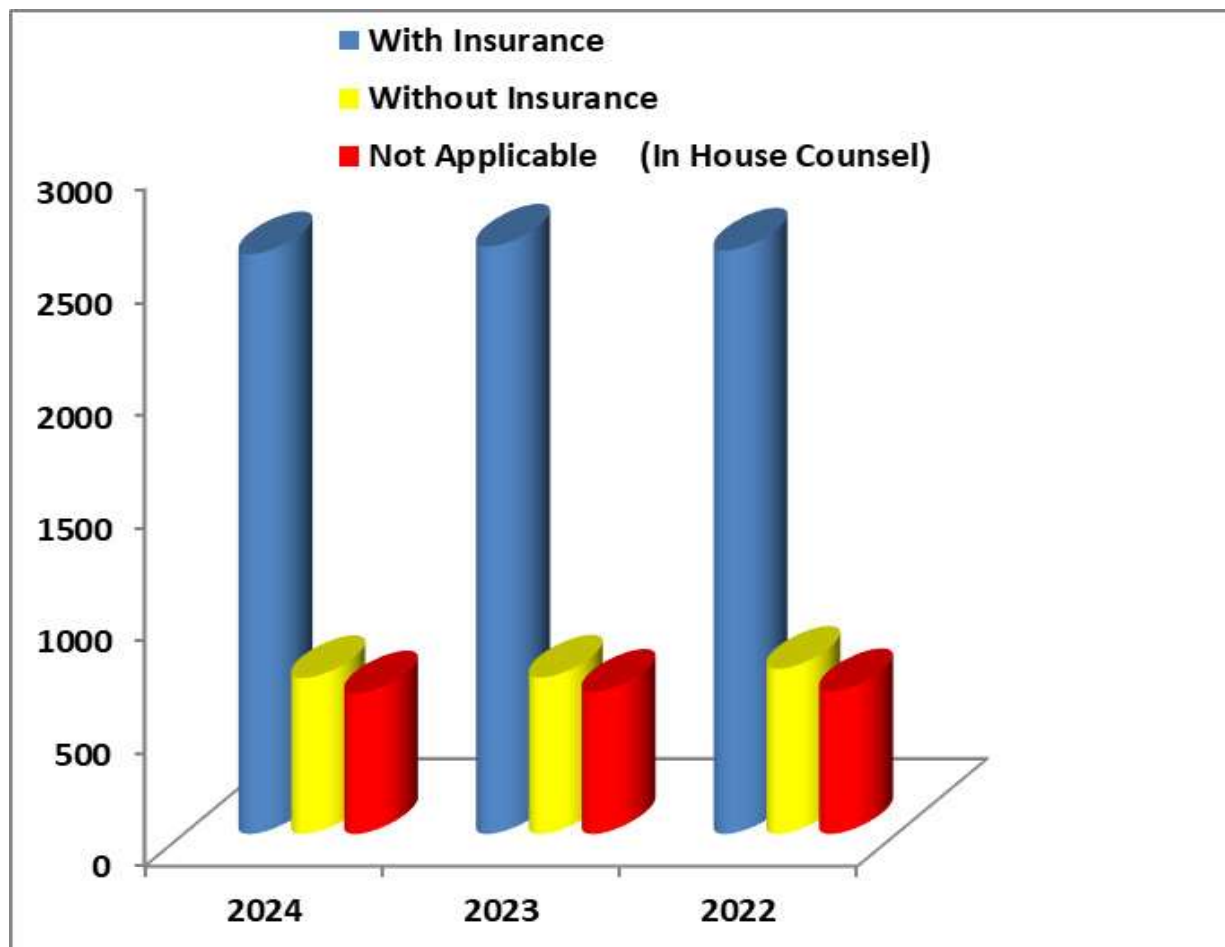
	Micronesia			Other Pacific Island			Hispanic/Latino			Black /Afro America			Other			TOTAL			
	F	M	NS	F	M	NS	F	M	NS	F	M	NS	F	M	NS	F	M	NS	Members
Active	3	4		14	20		19	43	2	13	16		120	189	7	1,422	2,435	27	3,884
Government	1	1		8	7		8	14		3	9		42	39	8	466	472	21	959
Judge(Active/Per Diem)					1			1		1	2		3	4		47	55	1	103
Inactive (Voluntary/Pro Bono)	1	5	1	20	19	1	23	21		15	11		115	110	11	1,539	1,809	33	3,381
TOTAL	16			90			131			70			648			3,474	4,771	82	8,327

* Judge - Including 5 Retired Per Diem Judges for 2024

- including 7 Retired Per Diem Judges for 2023

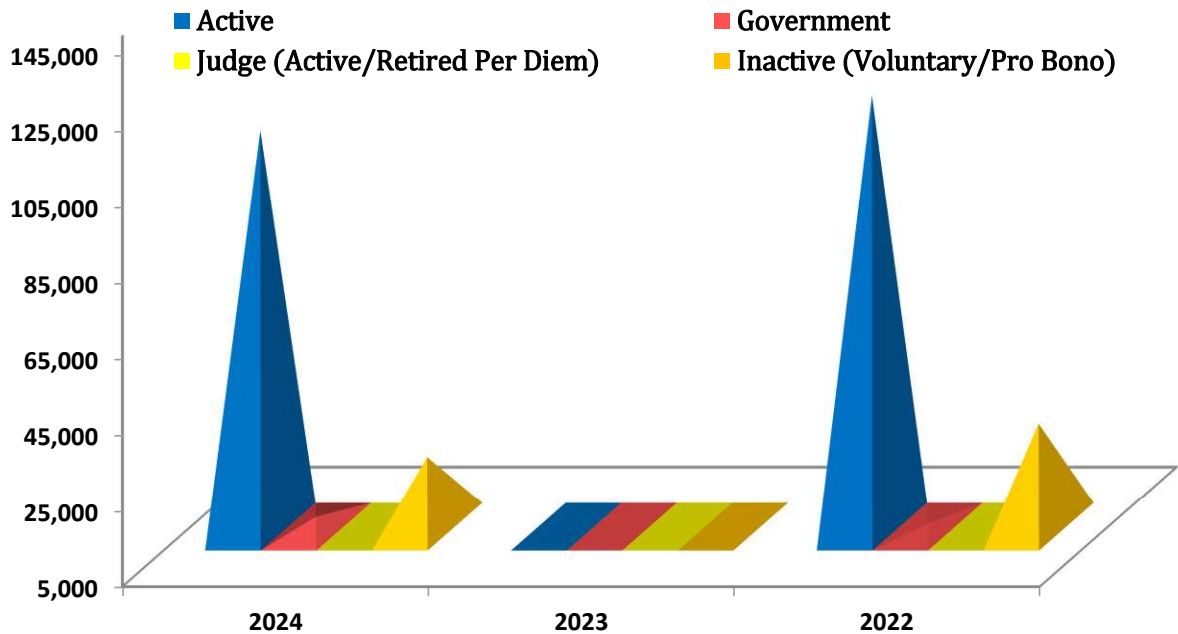
- including 11 Retired Per Diem Judges for 2022

2024 INSURANCE INFORMATION



	With Insurance	Without Insurance	Not Applicable (In House Counsel)
2024	2570	691	623
2023	2604	693	630
2022	2586	732	633

2024 PRO BONO HOURS



2024	Status	Total # of Members	# of Members Providing Pro Bono		*2023 Pro Bono Hours Reported	Average
	Government	959	202	21%	7,619	37.72
	Judge (Active/Retired Per Diem)	103	27	26%	1,368	50.67
	Active	3,884	2,143	55%	109,416	51.06
	Inactive (Voluntary/Pro Bono/ Per Diem)	3,381	425	13%	23,465	55.21
	Total	8,327	2,797 ✓	34%	141,868	50.72

2023	Status	Total # of Members	# of Members Providing Pro Bono		*2022 Pro Bono Hours Reported	Average
	Government	918	168	18%	6,454	38.42
	Judge (Active/Retired Per Diem)	99	27	27%	1,040	38.52
	Active	3,009	2,134	71%	111,553	52.27
	Inactive (Voluntary/Pro Bono/ Per Diem)	4,265	429	10%	23,860	55.62
	Total	8,291	2,758 ✓	33%	142,907	51.82

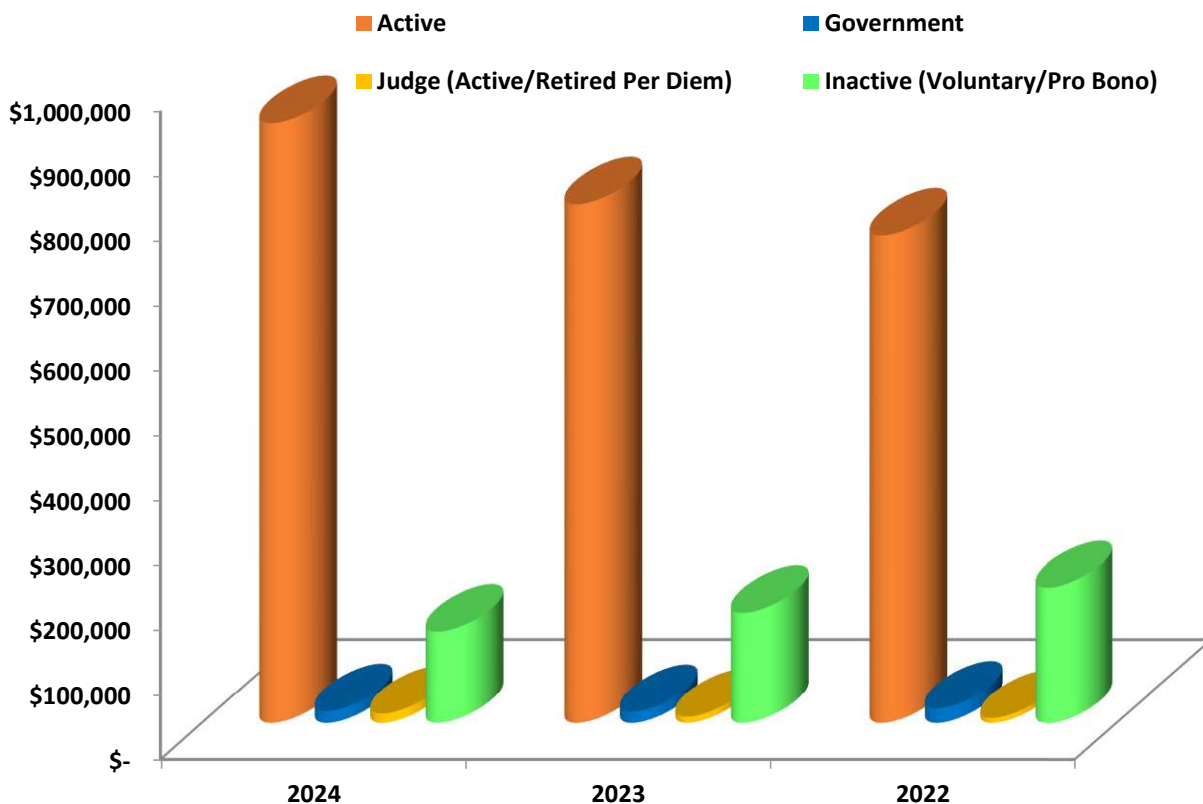
2022	Status	Members	Pro Bono			Average
	Government	913	167	18%	5,739	34.37
	Judge (Active/Retired Per Diem)	97	30	31%	1,298	43.27
	Active	3,951	2,169	55%	118,565	54.66
	Inactive (Voluntary/Pro Bono/ Per Diem)	3,298	468	14%	32,252	68.91
	Total	8,259	2,834 ✓	34%	157,854	55.70

* Judge - Including 5 Retired Per Diem Judges for 2024

- including 7 Retired Per Diem Judges for 2023

- including 11 Retired Per Diem Judges for 2022

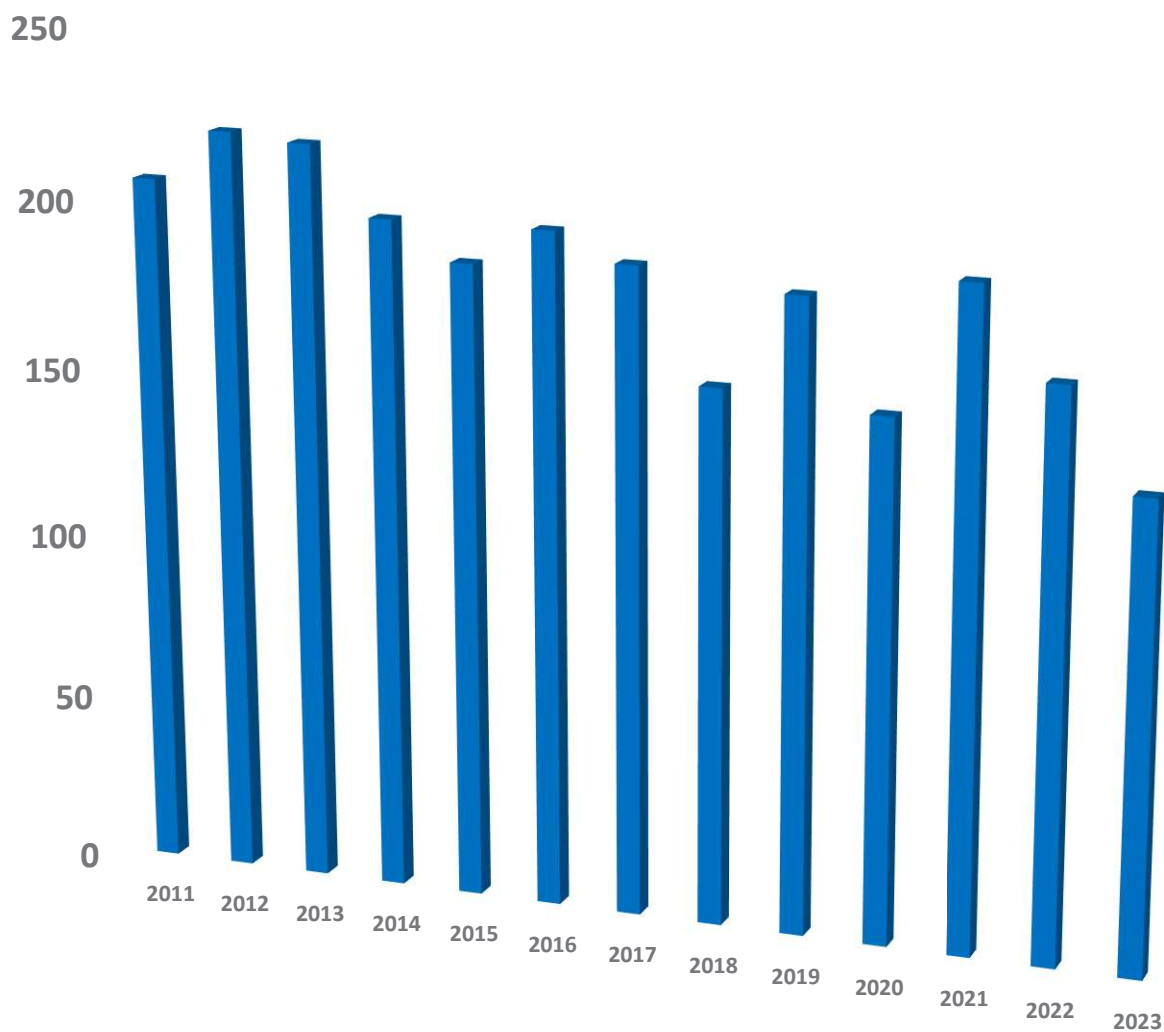
2024 PRO BONO FINANCIAL



	2024	2023	2022
Active	\$ 926,490	\$ 801,486	\$ 753,418
Government	\$ 18,295	\$ 16,975	\$ 22,350
Judge (Active/Retired Per Diem)	\$ 14,235	\$ 9,715	\$ 7,685
Inactive (Voluntary/Pro Bono)	\$ 141,358	\$ 170,332	\$ 208,841
TOTAL	\$ 1,102,402	\$ 1,000,531	\$ 992,294

* Judge - Including 5 Retired Per Diem Judges for 2024
 - including 7 Retired Per Diem Judges for 2023
 - including 11 Retired Per Diem Judges for 2022

NUMBER OF NEW ADMITTEES BY LICENSING YEAR



	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
■ Total # of New Admittees	206	221	219	199	188	199	191	158	186	154	193	167	138
Total # of Members	7,342	7,387	7,497	7,660	7,676	7,806	7,881	7,991	8,055	8,111	8,130	8,259	8,291

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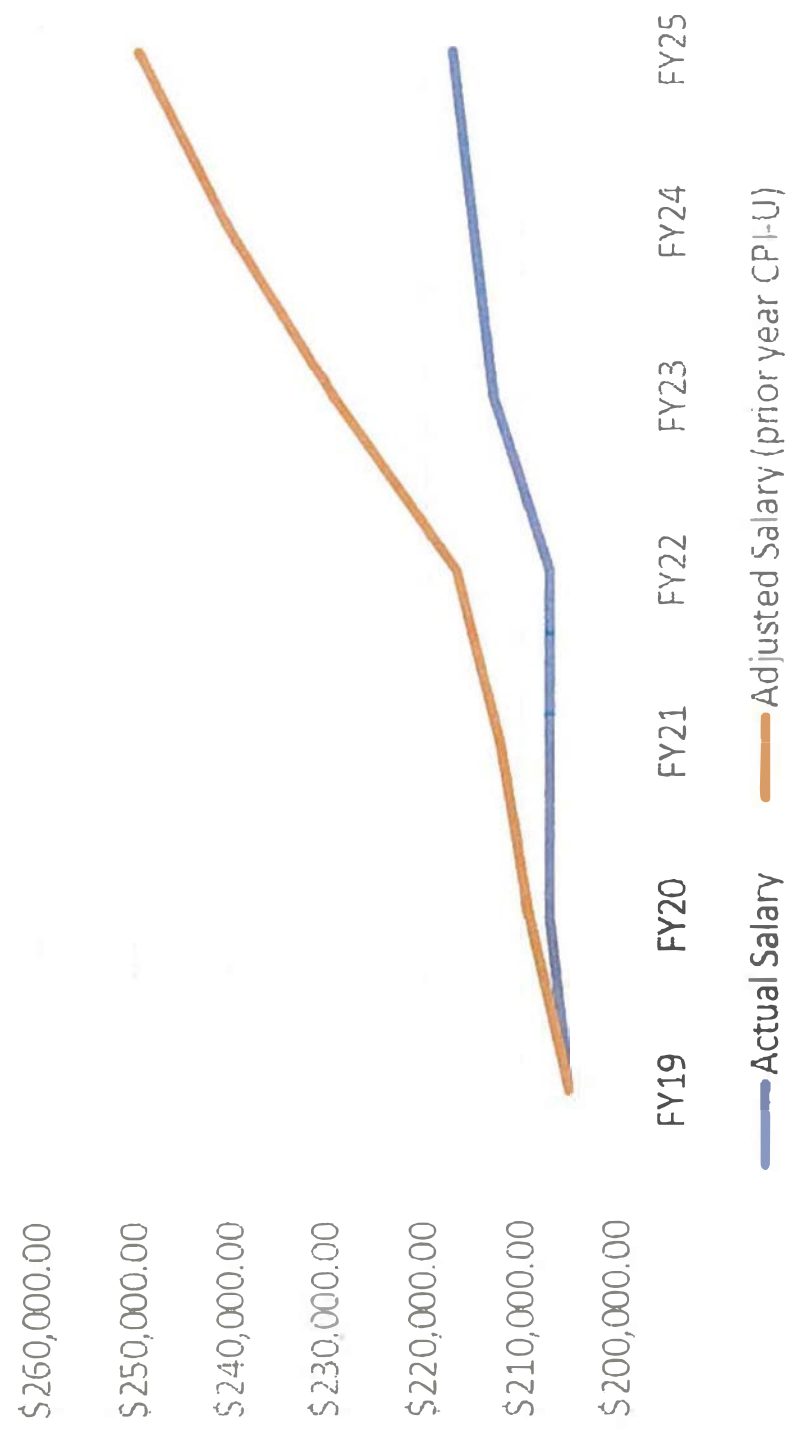
*SENIOR COUNSEL
DIVISION*

For additional membership information,
please contact the HSBA at (808) 537-1868
or visit us at www.hsba.org.

Mahalo.



Difference Between Actual Salary and Salary Needed to Account for Cost of Living: Circuit Court Judges



Judicial Compensation

Find out how much federal judges are paid currently and since 1968.

Year	District Judges	Circuit Judges	Associate Justices	Chief Justice
2024	\$243,300	\$257,900	\$298,500	\$312,200
2023	\$232,600	\$246,600	\$285,400	\$298,500
2022	\$223,400	\$236,900	\$274,200	\$286,700
2021	\$218,600	\$231,800	\$268,300	\$280,500
2020	\$216,400	\$229,500	\$265,600	\$277,700
2019	\$210,900	\$223,700	\$258,900	\$270,700
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 ¹	\$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 ²	\$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 ³	\$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 ⁴	\$61,500	\$65,000	\$81,300	\$84,700
1978	\$54,500	\$57,500	\$72,000	\$75,000
1977 ⁵	\$54,500	\$57,500	\$72,000	\$75,000
1976 ⁶	\$44,000	\$46,800	\$66,000	\$68,700
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 ¹	\$40,000	\$42,500	\$60,000	\$62,500
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.

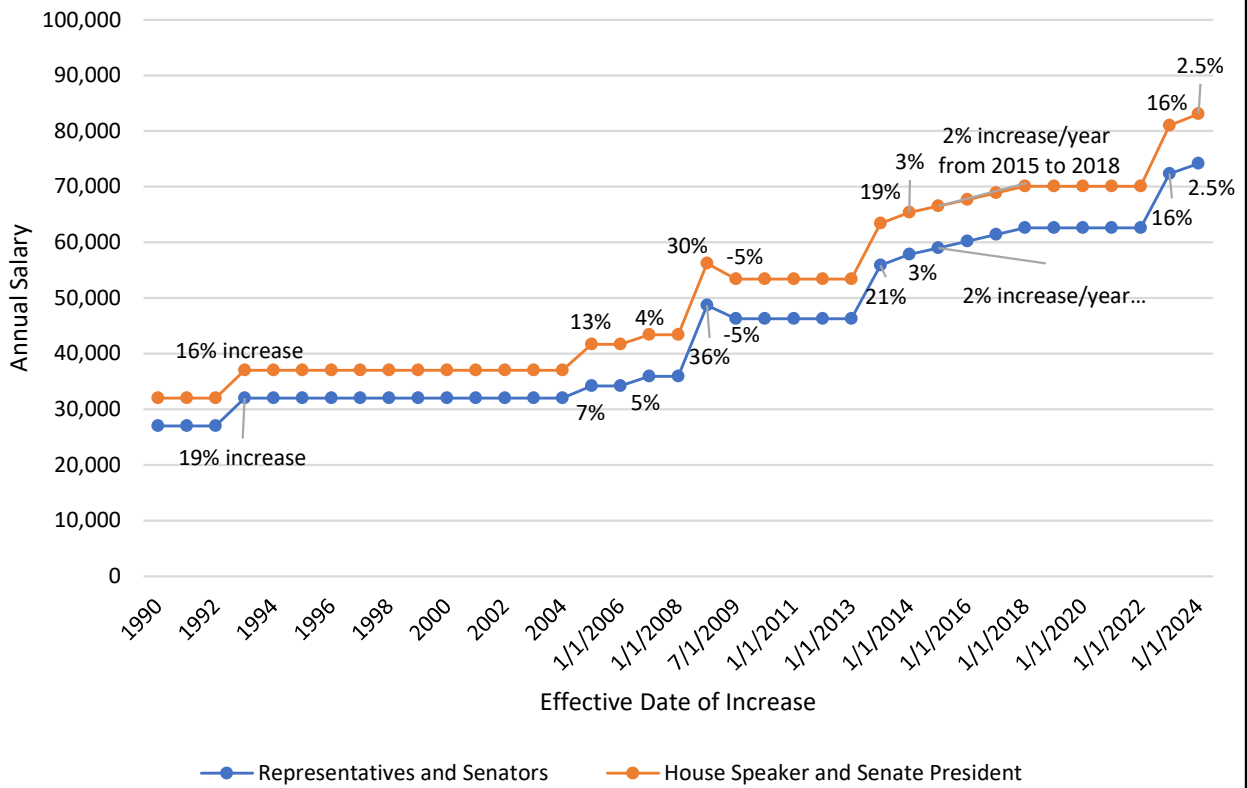
⁶ Implementation of the 1976 annual cost-of-living adjustment, pursuant to *United States v. Will*, *supra*, holding that retroactive cancellation of the 1976 adjustment violated the Compensation Clause of Article III.

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 (5 mos)		12 mos Equiv.	House Speaker and Senate President (5 mos)		12 mos Equiv.
1990	27,000		64,800	32,000		76,800
1991						
1992						
1/1993	32,000	19%	76,800	37,000	16%	88,800
1994						
1995						
1996						
1997						
1998						
1999						
2000						
2001						
2002						
2003						
2004						
1/1/2005	34,200	7%	82,080	41,700	13%	100,080
1/1/2006						
1/1/2007	35,900	5%	86,160	43,400	4%	104,160
1/1/2008						
1/1/2009	48,708	36%	116,899	56,208	30%	134,899
7/1/2009	46,273	-5%	111,054	53,398	-5%	128,154
1/1/2010						
1/1/2011						
1/1/2012						
1/1/2013						
7/1/2013	55,896	21%	134,150	63,396	19%	152,150
1/1/2014	57,852	3%	138,845	65,352	3%	156,845
1/1/2015	59,004	2%	141,610	66,504	2%	159,610
1/1/2016	60,180	2%	144,432	67,680	2%	162,432
1/1/2017	61,380	2%	147,312	68,880	2%	165,312
1/1/2018	62,604	2%	150,250	70,104	2%	168,250
1/1/2019						
1/1/2020						
1/1/2021						
1/1/2022						
1/1/2023	72,348	16%	173,635	81,024	16%	194,458
1/1/2024	74,160	2.5%	177,984	83,052	2.5%	199,325

Legislative Salaries from 1990



COMPARISON OF LEGISLATIVE PAY RATES FOR STATE AND COUNTIES IN HAWAII
(AS OF JULY 1, 2024)

Jurisdiction	Job Count	Eff Date	Speaker/President/ Chairperson	% Diff	State House/Senate/ Council Members	% Diff
STATE	15,821¹	1/1/2024	83,052		74,160	
C&C HONOLULU	10,207 ²	7/1/2024	127,368	-35%	117,360	-37%
HAWAII	2,700 ³	7/1/2024	99,024	-16%	90,024	-18%
MAUI	2,700 ³	7/1/2024	86,336	-4%	80,299	-8%
KAUAI	1,300 ³	7/1/2024	94,512	-12%	84,672	-12%
		Median:	96,768	-14%	87,348	-15%

¹State of Hawaii, Department of Budget and Finance, The Operating and Capital Budget - Statewide Summaries, FY 24 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 2023, Executive Agency Budget and FTE Comparison

³Department of Labor and Industrial Relations, Research & Economic Analysis, Current Employment Statistics, Job Count by Industry (CES), 2023 Annual Average

Increases by Jurisdiction

Governor/Mayor

As of Date	Governor		City and County Mayor		Hawai'i County Mayor		Maui County Mayor		Kaua'i County Mayor	
7/1/2014	146,628		153,240		132,000		135,696		114,490	
7/1/2015	149,556	2%	157,080	3%						
7/1/2016	152,544	2%	164,928	5%			151,979	12%	132,000	15%
7/1/2017	155,592	2%	173,184	5%						
7/1/2018	158,700	2%	180,120	4%	162,582	23%			135,300	3%
7/1/2019	165,048	4%	186,432	4%					142,062	5%
7/1/2020										
7/1/2021										
7/1/2022							159,578	5%		
1/1/2023	180,348	9%							149,184	5%
7/1/2023	184,860	3%	209,856	13%					156,624	5%
7/1/2024	189,480	2%	217,392	4%	209,028	29%			164,472	5%
Increase from 7/1/2014	29%		42%		58%		18%		44%	

Attorney General/Corporation Counsel

As of Date	State Attorney General		City and County Corporation Counsel		Hawai'i County Corporation Counsel		Maui County Corporation Counsel		Kaua'i County Corporation Counsel	
7/1/2014	143,028		136,920		110,244		127,059		107,335	
7/1/2015	145,884	2%	140,352	3%						
7/1/2016	148,800	2%	147,360	5%			142,306	12%	119,357	11%
7/1/2017	151,776	2%	154,728	5%						
7/1/2018	154,812	2%	165,552	7%	153,228	39%			122,341	3%
7/1/2019	162,552	5%	171,336	3%			146,575	3%	137,022	12%
7/1/2020							149,507	2%		
7/1/2021										
7/1/2022							156,982	5%		
1/1/2023	179,316	10%							143,880	5%
7/1/2023	183,804	3%	192,864	13%			164,831	5%	151,080	5%
7/1/2024	188,400	3%	199,776	4%	197,004	29%	173,073	5%	158,640	5%
Increase from 7/1/2014	32%		46%		79%		36%		48%	

Budget and Finance

As of Date	State Budget and Finance		City and County Budget and Finance		Hawai'i County Budget and Finance		Maui County Finance*		Kaua'i County Budget and Finance	
7/1/2014	143,028		136,920		110,244		117,070		107,335	
7/1/2015	145,884	2%	140,352	3%						
7/1/2016	148,800	2%	147,360	5%			131,118	12%	119,357	11%
7/1/2017	151,776	2%	154,728	5%						
7/1/2018	154,812	2%	160,920	4%	132,726	20%			122,341	3%
7/1/2019	162,552	5%	166,560	4%			135,052	3%	128,460	5%
7/1/2020							137,753	2%		
7/1/2021										
7/1/2022							144,640	5%		
1/1/2023	179,316	10%							134,904	5%
7/1/2023	183,804	3%	187,488	13%			151,872	5%	141,648	5%
7/1/2024	188,400	3%	194,208	4%	170,652	29%	159,466	5%	148,728	5%
Increase from 7/1/2014	32%		42%		55%		36%		39%	

*does not include budget

Human Resources

As of Date	State Human Resources		City and County Human Resources		Hawai'i County Human Resources		Maui County Human Resources		Kaua'i County Human Resources	
7/1/2014	136,212		136,920		99,000		113,850		103,041	
7/1/2015	138,936	2%	140,352	3%						
7/1/2016	141,720	2%	147,360	5%			127,512	12%	114,582	11%
7/1/2017	144,552	2%	154,728	5%						
7/1/2018	147,444	2%	160,920	4%	128,628	30%			117,447	3%
7/1/2019	154,812	5%	166,560	4%			131,337	3%	123,318	5%
7/1/2020							133,964	2%		
7/1/2021										
7/1/2022							140,662	5%		
1/1/2023	170,784	10%							129,504	5%
7/1/2023	175,056	3%	187,488	13%			147,695	5%	135,960	5%
7/1/2024	179,436	3%	194,208	4%	165,384	29%	155,080	5%	142,776	5%
Increase from 7/1/2014	32%		42%		67%		36%		39%	

Speaker/President/Council Chair

As of Date	Speaker/President		City and County Council Chair		Hawai'i County Council Chair		Maui County Council Chair		Kaua'i County Council Chair	
7/1/2014	65,352		63,288		58,008		82,225		63,879	
7/1/2015			64,872	3%						
7/1/2016	67,680	4%	68,112	5%						
7/1/2017	68,880	2%	71,520	5%						
7/1/2018	70,104	2%	74,376	4%	77,016	33%				
7/1/2019			76,968	3%					72,809	14%
7/1/2020										
7/1/2021									76,452	5%
7/1/2022							86,336	5%		
1/1/2023	81,024	16%							80,280	5%
7/1/2023			123,288	60%					84,312	5%
1/1/2024	83,052	3%								
7/1/2024			127,368	3%	99,024	29%			88,512	5%
Increase from 7/1/2014	27%		101%		71%		5%		39%	

Member House/Senate/County Council

As of Date	Members House/Senate		City and County Council Member		Hawai'i County Council Member		Maui County Council Member		Kaua'i County Council Member	
7/1/2014	57,852		56,640		52,008		76,475		56,781	
7/1/2015			58,056	3%						
7/1/2016	60,180	4%	60,960	5%						
7/1/2017	61,380	2%	64,008	5%						
7/1/2018	62,604	2%	66,576	4%	70,008	35%				
7/1/2019			68,904	3%					64,716	14%
7/1/2020										
7/1/2021									67,956	5%
7/1/2022							80,299	5%		
1/1/2023	72,348	16%							71,376	5%
7/1/2023			113,304	64%					74,928	5%
1/1/2024	74,160	3%								
7/1/2024			117,360	4%	90,024	29%			78,672	5%
Increase from 7/1/2014	28%		107%		73%		5%		39%	



Research Request: Legislator Income and State Income/Cost of Living
Date Updated: 10/14/2024

Table 1: Annual Legislator Salary Compared to State Data

State	Annual Salary	Typology	2023 Median Income	2024 Q2 Cost of Living	Method of Setting Legislator Compensation	Session Limit
Alabama	\$59,674.08	Hybrid	\$62,212.00	88.6	External factor	30 legislative days within 105 calendar days
Alaska	\$84,000.00	Full time lite	\$86,631.00	123	Commission	90 calendar days
American Samoa	\$25,000.00	Hybrid	n/a	n/a	Legislature/Citizen Vote	
Arizona	\$24,000.00	Hybrid	\$77,315.00	111.5	Commission	Saturday of the week in which the 100th calendar day falls
Arkansas	\$44,356.00	Hybrid	\$58,700.00	88.5	Commission	Odd years: 60 calendar days Even years: 30 calendar days
California	\$128,215.00	Full time	\$95,521.00	143	Commission	Odd years: Sept 12 Even years: August 31
Colorado after 2023 ¹	\$43,977.00	Hybrid	\$92,911.00	101.3	External Factor (moving to Commission in 2025)	120 calendar days
Colorado before 2023	\$41,449.00					
Connecticut	\$40,000.00	Hybrid	\$91,665.00	110.7	Commission	Odd years: Wednesday after the first Monday in June Even years: Wednesday after the first Monday in May

Delaware	\$50,678.00	Hybrid	\$81,361.00	100.5	Commission	30-Jun
District of Columbia	\$161,233.19	Hybrid	\$108,210.00	140.6	External Factor	
Florida	\$18,000.00	Hybrid	\$73,311.00	102.4	External Factor	60 calendar days
Georgia	\$23,341.64	Hybrid	\$74,632.00	90.9	Legislature/Citizen Vote	40 legislative days
Guam	\$55,677.44	hybrid		n/a	Legislature/Citizen Vote	
Hawaii	\$72,348.00	Full time lite	\$95,322.00	188.4	Commission	60 legislative days
Idaho	\$19,927.00	Part time lite	\$74,942.00	103.2	Commission	None
Illinois	\$89,250.00	Full time lite	\$80,306.00	94.8	Legislature/Citizen Vote	None
Indiana	\$32,070.24	hybrid	\$69,477.00	90.3	External Factor	Odd years: April 29 Even years: March 14
Iowa	\$25,000.00	Hybrid	\$71,433.00	89.1	Legislature/Citizen Vote	Odd years: 110 calendar days Even years: 100 calendar days
Kansas ²	\$43,000.00	Part time lite	\$70,333.00	87	Commission	Odd years: none Even years: 90 calendar days
Louisiana	\$16,800.00	Hybrid	\$58,229.00	91.6	Legislature/Citizen Vote	Odd years: 45 legislative days in 60 calendar days Even years: 60 legislative days in 85 calendar days
Maine	1st term: \$16,245.12 2nd term: \$11,668.32	Part time lite	\$73,733.00	111	Commission	Odd years: 3rd Wednesday in June Even years: 3rd Wednesday in April
Maryland	\$54,437.00	Hybrid	\$98,678.00	114.7	Commission	90 calendar days
Massachusetts	\$73,655.01	Full time lite	\$99,858.00	139.9	External Factor	Formal session odd years: 3rd Wednesday in November Formal session even years: July 31

Michigan	\$71,685.00	Full time	\$69,183.00	90.9	Commission	None
Minnesota	\$51,750.00	Hybrid	\$85,086.00	95.3	Commission	120 legislative days within biennium or 1st Monday after 3rd Saturday in May each year
Mississippi	\$23,500.00	Part time lite	\$54,203.00	87.7	Legislature/Citizen Vote	90 calendar days except year after gubernatorial election. Then, 125 calendar days
Missouri	\$41,070.14	Hybrid	\$68,545.00	88.6	Commission	30-May
Nebraska	\$12,000.00	Hybrid	\$74,590.00	93.6	Legislature/Citizen Vote	Odd years: 90 legislative days Even years: 60 legislative days
New Hampshire	\$100.00	Part time lite	\$96,838.00	112.3	Legislature/Citizen Vote	45 legislative days or July 1
New Jersey	\$49,000.00	Hybrid	\$99,781.00	115	Commission	None
New Mexico	\$0.00	Part time lite	\$62,268.00	93.1	Legislature/Citizen Vote	Odd years: 60 calendar days Even years: 30 calendar days
New York	\$142,000.00	Full time	\$82,095.00	123.5	Commission	None
North Carolina	\$13,951.00	Hybrid	\$70,804.00	97.4	Legislature/Citizen Vote	None
Northern Mariana Islands	\$32,000.00	Hybrid	n/a	n/a	Commission	
Ohio	\$71,098.00	Full time lite	\$67,769.00	94	Legislature/Citizen Vote	None
Oklahoma	\$47,500.00	Hybrid	\$62,138.00	85.3	Commission	Last Friday in May
Oregon	\$35,052.00	Hybrid	\$80,160.00	112.2	External Factor	Odd years: 160 calendar days Even years: 35 calendar days
Pennsylvania	\$106,422.33	Full time	\$73,824.00	95	External Factor	None
Puerto Rico	\$73,775.04	Hybrid	\$25,621.00	101.4	Legislature/Citizen Vote	
Rhode Island	\$19,037.00	Part time lite	\$84,972.00	109.4	External Factor	None
South Carolina	\$10,400.00	Hybrid	\$67,804.00	95.5	Legislature/Citizen Vote	1st Thursday in June

South Dakota	\$13,436.00	Part time	\$71,810.00	91.2	External Factor	40 legislative days
Tennessee	\$28,405.96	Hybrid	\$67,631.00	90.8	Legislature/Citizen Vote	90 legislative days
Texas	\$7,200.00	Hybrid	\$75,780.00	91.7	Commission	Biennial session. 140 calendar days
U.S. Virgin Islands	\$85,000.00	Hybrid	n/a	n/a	External Factor	
Virginia Assembly	\$17,640.00	Hybrid	\$89,931.00	100.5	Legislature/Citizen Vote	Odd years: 30 calendar days Even years: 60 calendar days
Virginia Senate	\$18,000.00					
Washington House	\$61,997.00	Hybrid	\$94,605.00	115.8	Commission	Odd years: 105 calendar days Even years: 60 calendar days
Washington Senate	\$60,191.00	Hybrid				
West Virginia	\$20,000.00	Part time lite	\$55,948.00	84.3	Commission	60 calendar days
Wisconsin	\$57,408.00	Full time lite	\$74,631.00	93.3	Commission	None

Table 2: Average Legislator Salary by Legislature Type

National	\$48,678.50
Full time	\$89,608.13
Part time	\$21,217
Hybrid	\$42,753.46

Notes

1. Colorado legislators whose terms started in 2023 receive an annual salary of \$43,977. Legislators whose term started before 2023 receive an annual salary of \$41,449.
2. Kansas legislators are currently paid a daily salary but will be paid an annual salary as of the first day of session in 2025.

Sources:

1. Legislature Typology: <https://www.ncsl.org/about-state-legislatures/full-and-part-time-legislatures>
2. Median income: [https://data.census.gov/table/ACSST1Y2023.S1901?g=010XX00US\\$0400000](https://data.census.gov/table/ACSST1Y2023.S1901?g=010XX00US$0400000)
3. Cost of Living: <https://meric.mo.gov/data/cost-living-data-series>
4. Compensation Setting: <https://www.ncsl.org/about-state-legislatures/legislative-compensation-setting>
5. Session Limit: <https://www.ncsl.org/resources/details/legislative-session-length>

2024 U.S. CONGRESS SALARIES

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

House and Senate Salary History

Year	Salary	% Diff
1992	\$129,500	
1993	\$133,600	3.2%
1994		
1995		
1996		
1997		
1998	\$136,700	2.3%
1999		
2000	\$141,300	3.4%
2001	\$145,100	2.7%
2002	\$150,000	3.4%
2003	\$154,700	3.1%
2004	\$158,100	2.2%
2005	\$162,100	2.5%
2006	\$165,200	1.9%
2008	\$169,300	2.5%
2009	\$174,000	2.8%
2010		
2011		
2012		
2013		
2014		
2015		
2016		
2017		
2018		
2019		
2020		
2022		
2023		
2024	\$174,000	