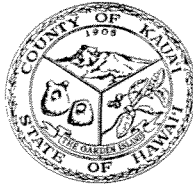


Charles King
Chair

Robert Crowell
Vice- Chair



Members:
Trinette Kau
William Dahle
Sheri Kunioka-Volz
Michael Machado
Randy Finlay

COUNTY OF KAUA'I SALARY COMMISSION
4444 Rice Street, Suite 150
Lihu'e, Hawai'i 96766

TO: Jay Furfaro, Chairperson and Members of the County Council
Attention: Peter Nakamura, County Clerk

FROM: Charlie King, Chairperson
Via: John Isobe, Administrator, Office of Boards and Commissions

Cc: Mayor Bernard P. Carvalho, Jr.
Gary Heu, Managing Director
Malcolm Fernandes, Personnel Director
Wallace Rezentes, Jr., Finance Director
Beth Tokioka, Communications Director
Alfred Castillo, County Attorney

DATE: August 18, 2011

SUBJECT: Resolution Amending Resolution 2010-1 Relating to the Salaries of Certain Officers and Employees of the County of Kaua'i

At its meeting on August 5, 2011, the Salary Commission voted to approve Resolution 2010-1 as amended by a vote of 6-0 with one member excused. Please see the attached amended Resolution which has been signed by the members of the Salary Commission. Please note that Randy Finley did vote but is off-island to sign the Resolution.

Pursuant to Section 29.03, Kaua'i County Charter, the Resolution shall take effect without the Mayor's and Council's concurrence sixty (60) days after its adoption unless rejected by a vote of not less than five (5) members of the Council. The council may reject either the entire resolution or any portion of it.

If you have any questions, please call John Isobe at 241-4918. Thank you.

SALARY COMMISSION

COUNTY OF KAUAI

Resolution

No. 2011-1

RESOLUTION AMENDING RESOLUTION NO. 2010-1
RELATING TO THE SALARIES OF CERTAIN OFFICERS AND
EMPLOYEES OF THE COUNTY OF KAUAI

WHEREAS, the Salary Commission finds that County Council adopted and the Mayor approved, Ordinance No. 907 that added the Boards and Commissions Administrator to the list of officers and employees included in Section 3-2.1 of the Kauai County Code, 1987, as amended; and

WHEREAS, the Salary Commission was informed by the Mayor via a letter dated July 15, 2011 that the County of Kauai has agreed to a supplemental agreement with the Hawaii Government Employees Association (HGEA), which calls for a zero percent (0%) increase for all of its HGEA employees and has not budgeted for any salary increases for County employees in fiscal year 2012; and

WHEREAS, to remain consistent with the supplemental agreement and the 2012 budget, the Mayor has requested that the Salary Commission take measures to insure that the proposed increase for the Mayor be deferred until such time as economic and budgetary conditions improve; and

WHEREAS, pursuant to Section 29.03 of the Kauai County Charter, the Salary Commission's findings shall be adopted by resolution by the Commission and the resolution shall take effect without the Mayor's and Council's concurrence sixty (60) days after its adoption unless rejected by a vote of not less than five (5) members of the council; now, therefore,

BE IT RESOLVED BY THE SALARY COMMISSION, OF THE COUNTY OF KAUAI, STATE OF HAWAII, that the provisions related to the "Salaries of Certain Officers" of the County of Kauai, be established as follows:

SECTION 1. Pursuant to Section 29.03 of the Charter of the County of Kauai, the Salary Commission hereby resolves to amend Resolution No. 2010-1 and propose the changes described in this resolution to the Kauai County Council as follows:

Article 1 Salaries of Certain Administrative Officers and Employees.

(a) Purpose. The purpose of this Article is to establish the salaries of certain administrative officers and employees in accordance with the principles of adequate

compensation for work performed, and preservation of a sensible relationship with the salaries of other county employees.

(b) Effective as of the dates stated below and subject to the performance review requirements of subsection (d), the annual salaries, payable semi-monthly, of certain administrative officers and employees shall be as follows:

Position	Effective Dates			
	7/1/07	1/1/08	12/1/08	07/01/11 07/01/13
Mayor	\$100,100	\$107,000	\$114,490	\$122,504
[Administrative Assistant]				
<u>Managing Director</u>	\$ 96,250	\$102,988	\$110,197	\$117,911
County Engineer	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy County Engineer	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Director of Finance	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Director of Finance	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
County Attorney	\$ 93,750	\$100,313	\$107,335	\$114,848
First Deputy County Attorney	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Deputy County Attorney	Up to \$82,500	Up to \$88,275	Up to \$94,454	Up to \$101,066
Chief of Police	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Chief of Police	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Planning Director	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Planning Director	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Director of Personnel	\$ 90,000	\$ 96,300	\$103,041	\$110,254
Manager and Chief Engineer, Department of Water	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Manager-Engineer, Department of Water	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Fire Chief	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Fire Chief	\$86,250	\$ 92,288	\$98,748	\$105,660
Director of Economic Development	\$ 90,000	\$ 96,300	\$103,041	\$110,254
Director of Liquor Control	\$ 90,000	\$ 96,300	\$103,041	\$110,254
Director of Parks	\$ 93,750	\$100,313	\$107,335	\$114,848

Deputy Director of Parks	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Director of Housing	\$ 90,000	\$ 96,300	\$103,041	\$110,254
<u>Boards and Commissions Administrator</u>			<u>\$103,041</u>	<u>\$110,254</u>

(c) Administrative officer and employee [øf] salaries shall not exceed the maximum salary provided for in this Article at the time of employment. However, the respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the figure established for the position.

(d) Requirements for salary increase. The salary increase for any non-elected officer or employee occupying and continuing in a position listed in this resolution is contingent on the Director of Personnel's receipt of the following:

- (1) A memo from the officer's or employee's appointing authority at least thirty (30) days prior to the increase certifying that appointee's performance has been evaluated pursuant to procedures established by the Director of Personnel; and
- (2) A copy of the officer's or employee's completed performance evaluation evidencing that the appointee has met or exceeded job requirements (for example, has achieved a rating of three points or higher in a five point scale) for the appraisal period.
- (3) Based on the evaluation results, the appointing authority's recommendation on whether a proposed increase should be granted. The appointing authority may recommend an increase for an officer or employee occupying a position at a figure below the proposed salary increase provided for in this resolution.

Provided however, the county attorney's performance shall be conducted through an equally weighted evaluation that shall be jointly administered by the mayor and the council chairperson in accordance with paragraphs (1), (2) and (3) above.

The Director of Personnel shall provide the Salary Commission with a list of the names and positions of all non-elected officers and employees covered under this resolution, indicate whether or not they have satisfactorily met the performance evaluation criteria, and include the recommended salary increase, if any.

(e) Performance evaluations. The Director of Personnel shall prepare, for approval by the Mayor, written performance evaluation procedures and methodologies and coordinate the performance evaluations process for all non-elected officers or employees listed in this resolution.

The Director of Personnel shall provide a copy of the performance evaluation procedures and methodologies, including any revisions thereto, to the Salary Commission.

(f) Officers or employees listed in this resolution may receive a portion of their salary through the County's payment of health fund premium benefits over and above the amount the

County normally contributes toward those officers' benefits. Amounts paid by the County which are over and above the County's normal health fund premium contributions shall be deducted from the affected officer's or employee's salary.

Article 2 Salaries of the Prosecuting Attorney and Deputies.

(a) Effective as of the dates stated below and subject to the provisions and performance review requirements provided for in Article 1, subsection (d), (e) and (f) above, the annual salaries, payable semi-monthly, of the Prosecuting Attorney and Deputy Prosecuting Attorneys shall be as follows:

Position	7/1/07	1/1/08	12/1/08	12/01/09 <small>(12 o'clock meridian)</small>
Prosecuting Attorney	\$ 93,750	\$100,313	\$107,335	\$114,848
First Deputy Prosecuting Attorney	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Deputy Prosecuting Attorney	Up to \$82,500	Up to \$88,275	Up to \$94,454	Up to \$101,066

(b) The salaries of the Prosecuting Attorney and any Deputy Prosecuting Attorney shall not exceed the maximum salary provided for in this Article at the time of employment. However, the Prosecuting Attorney may set the salary of any new or existing deputy at a figure lower than the figure established for the position.

Article 3 Salaries of the County Council and Council Appointees.

(a) Effective at twelve o'clock meridian on December 1, 2008, the annual salaries, payable semi-monthly, of the Kaua'i County Council shall be as follows:

Position	
Council Chair	\$59,699
Councilmember	\$53,066

(b) Effective on December 1, 2009, the annual salaries, payable semi-monthly, of the Kaua'i County Council shall be as follows:

Position	
Council Chair	\$63,879
Councilmember	\$56,781

(c) Effective as of the dates stated below and subject to the provisions and performance review requirements provided for in Article 1, subsection (d), (e) and (f) above, the annual salaries, payable semi-monthly, of the County Clerk, Deputy County Clerk and County Auditor shall be as follows:

Position	7/1/07	1/1/08	12/1/08	12/01/09 (12 o'clock meridian)
County Clerk	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy County Clerk	\$ 86,250	\$ 92,288	\$98,748	\$105,660
County Auditor			\$107,335	\$114,848

(d) Salaries of the Council Chair, Councilmembers, and employees shall not exceed the maximum salary provided for in this Article at the time of employment. However, the respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the figure established for the position.

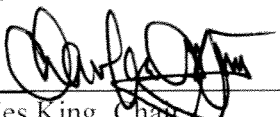
SECTION 2. ~~[The Mayor with approval of the County Council is hereby authorized through the County's annual operating budget to limit the funding and thereby reduce the salary for any non-elected officer or employee to an amount lower than the figure established for the position in this resolution.]~~ The Salary Commission finds that current salaries of the Prosecuting Attorney, First Deputy Prosecuting Attorney, Deputy Prosecuting Attorney, County Clerk, Deputy County Clerk, and County Auditor are higher than their administrative counterparts listed under Article I of this Resolution. Therefore, the salaries of the Prosecuting Attorney, First Deputy Prosecuting Attorney, Deputy Prosecuting Attorney, County Clerk, Deputy County Clerk, and County Auditor that took effect on 12/01/09 shall remain frozen on 07/01/13 or until such time that the salary levels paid to comparable administrative officers and employees listed under Article I have caught up.

SECTION 3. Material to be deleted is bracketed and lined out. New material to be added is underscored. In future reprints of this resolution, the bracketed material and underscoring may be deleted.

BE IT FURTHER RESOLVED, if any portion or portions of this resolution are deemed invalid or rejected by a vote of five (5) or more councilmembers, the other provisions of this resolution shall not be affected thereby. If the application of this resolution or any of its provisions to any person or circumstances is held invalid, the application of this resolution and its provisions to other persons or circumstances shall not be affected thereby.

BE IT FINALLY RESOLVED, the County Clerk shall transmit to the Salary Commission, Mayor, Finance Director and Personnel Director a final approved copy of the resolution and note any amendments thereto within thirty (30) day after the effective date of this resolution.

Adopted by the Salary Commission of the County of Kaua'i at its meeting on August 5, 2011 2011:



 Charles King, Chair



Robert Crowell, Vice Chair



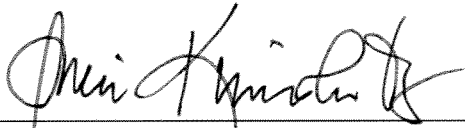
William Dahle

(Excused)

Randy Finlay



Trinette Kauai



Sheri Kunioka-Volz

(Excused)

Michael Machado