

SALARY COMMISSION

COUNTY OF KAUA'I

Resolution No. 2020-2

RESOLUTION RELATING TO THE SALARIES OF CERTAIN OFFICERS AND
EMPLOYEES OF THE COUNTY OF KAUA'I

WHEREAS, pursuant to Section 29.01 of the Kaua'i County Charter, the Salary Commission establishes the maximum salaries of all elected and appointed officers as defined in Section 23.01 D of the Charter;

WHEREAS, the Salary Commission recognizes the institutional knowledge, skills and abilities of incumbents within the Kaua'i Police Department and supports the succession of our valued civil service employees;

WHEREAS, the Kaua'i Police Department has faced obstacles filling the positions of Chief of Police and Deputy Chief of Police from within the department in large part due to salary inversions;

WHEREAS, the executive hierarchy structure of the Kaua'i Police Department is Chief of Police, Deputy Chief of Police, Assistant Chief;

WHEREAS the position of Deputy Chief of Police is currently vacant;

WHEREAS, it is the intent of the Kaua'i Police Department to appoint the most qualified candidate to the position of Deputy Chief of Police;

WHEREAS, it is the desire of the Chief of Police to fill the position of Deputy Chief of Police from within the Kaua'i Police Department;

WHEREAS, the salary inversion creates an excessive and burdensome loss of pay for an Assistant Chief to accept an appointment to Deputy Chief of Police;

WHEREAS, the Kaua'i Police Department has proposed a revenue neutral solution to resolve this salary inversion.

BE IT RESOLVED by the Salary Commission of the County of Kaua'i, State of Hawai'i, that the maximum salary of the Deputy Chief of Police is established as follows:

Article I. Salary of Deputy Chief of Police

Effective as of July 1, 2020, the maximum salary, payable semi-monthly, of the Deputy Chief of Police shall be as follows:

Position	Maximum Annual Salary
Deputy Chief of Police	\$123,318

Article II. Maximum Appointed Salary. The Chief of Police may set the appointed salary of the Deputy Chief of Police at a figure lower than the figure established for the position in this Resolution.

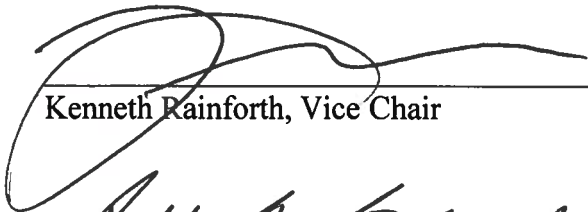
Article III. Alternative Salary. If an employee who is currently a sworn officer with the Kaua'i Police Department is appointed to the position of Deputy Chief of Police, a position subject to the Salary Commission, the Chief of Police may choose, in lieu of the salary in Article 1, to compensate the employee as though the employee had remained continuously in the last civil service position in which the employee last held permanently before said appointment.

Article IV. Transmittal of Salary Resolution. The County Clerk shall transmit to the Salary Commission, Mayor, Finance Director, and Human Resources Director a final approved copy of the resolution and note any rejected portions thereto within thirty (30) days after the effective date of this resolution.


Adopted by the Salary Commission at its meeting on February 13, 2020:



Trinette Kauai, Chair



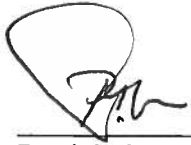
Kenneth Rainforth, Vice Chair



Robert Crowell



Leland Kahawai



Patrick Ono