

**RESOLUTION PROPOSING AN ORDINANCE AMENDMENT
RELATING TO EXECUTIVE SALARIES**

BE IT RESOLVED BY THE SALARY COMMISSION OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I:

SECTION 1. Pursuant to Section 29.03 of the Charter of the County of Kaua'i (hereinafter "Charter"), the Salary Commission hereby resolves to propose the changes described in this resolution to the Kaua'i County Council.

SECTION 2. Chapter 3, Article 2, Section 3-2.1 of the Kaua'i County Code 1987, is hereby amended to read as follows:

"Article 2. SALARIES OF CERTAIN OFFICERS

Sec. 3-2.1 Salaries of Certain Officers.

(a) Purpose. The purpose of this section is to establish the salaries of certain county 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) Provided the performance review requirements of Secs. 3-2.1 (e) and (f) have been satisfied, the salaries of certain county officers and employees shall be increased by twenty-five (25) per cent on July 1, 2007, seven (7) per cent on January 1, 2008, seven (7) per cent on January 1, 2009, and seven (7) per cent on January 10, 2010; subject to the following:

- (1) Ranges for the salaries of first deputy department heads and deputy department heads are eliminated, and
- (2) Salaries of deputy county attorneys and deputy prosecuting attorneys are subject to a maximum.

[(a)] (c) Effective [July 1, 2005] as of the dates stated below and subject to the performance review requirements of Secs. 3-2.1 (e) and (f), the annual salaries, payable semi-monthly, of certain county officers and employees shall be as follows:

P[OSITION]osition		Effective dates			
		7/1/07	1/1/08	1/1/09	1/1/10
Mayor	[\$80,000]	\$100,100	\$107,000	\$114,490	\$122,504
Administrative Assistant	[\$77,000]	\$ 96,250	\$102,988	\$110,197	\$117,911
County Engineer	[\$75,000]	\$ 93,750	\$100,313	\$107,335	\$114,848

Deputy County Engineer					
	[\$63,480-\$69,000]	<u>\$ 86,250</u>	<u>\$ 92,288</u>	<u>\$ 98,748</u>	<u>\$105,660</u>
Director of Finance	[\$75,000]	<u>\$ 93,750</u>	<u>\$100,313</u>	<u>\$107,335</u>	<u>\$114,848</u>
Deputy Director of Finance					
	[\$63,480-\$69,000]	<u>\$ 86,250</u>	<u>\$ 92,288</u>	<u>\$ 98,748</u>	<u>\$105,660</u>
County Attorney	[\$75,000]	<u>\$ 93,750</u>	<u>\$100,313</u>	<u>\$107,335</u>	<u>\$114,848</u>
First Deputy County Attorney					
	[\$63,480-\$69,000]	<u>\$ 86,250</u>	<u>\$ 92,288</u>	<u>\$ 98,748</u>	<u>\$105,660</u>
Deputy County Attorney					
	[\$60,720-\$66,000]	<u>up to \$82,500</u>	<u>up to \$88,275</u>	<u>up to \$94,454</u>	<u>up to \$101,066</u>
Prosecuting Attorney	[\$75,000]	<u>\$ 93,750</u>	<u>\$100,313</u>	<u>\$107,335</u>	<u>\$114,848</u>
First Deputy Prosecuting Attorney					
	[\$63,480-\$69,000]	<u>\$ 86,250</u>	<u>\$ 92,288</u>	<u>\$ 98,748</u>	<u>\$105,660</u>
Deputy Prosecuting Attorney					
	[\$60,720-\$66,000]	<u>up to \$82,500</u>	<u>up to \$88,275</u>	<u>up to \$94,454</u>	<u>up to \$101,066</u>
Chief of Police	[\$75,000]	<u>\$ 93,750</u>	<u>\$100,313</u>	<u>\$107,335</u>	<u>\$114,848</u>
Deputy Chief of Police					
	[\$63,480-\$69,000]	<u>\$ 86,250</u>	<u>\$ 92,288</u>	<u>\$ 98,748</u>	<u>\$105,660</u>
Planning Director	[\$75,000]	<u>\$ 93,750</u>	<u>\$100,313</u>	<u>\$107,335</u>	<u>\$114,848</u>
Deputy Planning Director					
	[\$63,480-\$69,000]	<u>\$ 86,250</u>	<u>\$ 92,288</u>	<u>\$ 98,748</u>	<u>\$105,660</u>
Director of Personnel	[\$72,000]	<u>\$ 90,000</u>	<u>\$ 96,300</u>	<u>\$103,041</u>	<u>\$110,254</u>
Manager and Chief Engineer, Department of Water	[\$75,000]	<u>\$ 93,750</u>	<u>\$100,313</u>	<u>\$107,335</u>	<u>\$114,848</u>
Deputy Manager-Engineer, Department of Water					
	[\$63,480-\$69,000]	<u>\$ 86,250</u>	<u>\$ 92,288</u>	<u>\$ 98,748</u>	<u>\$105,660</u>
Fire Chief	[\$75,000]	<u>\$ 93,750</u>	<u>\$100,313</u>	<u>\$107,335</u>	<u>\$114,848</u>
County Clerk	[\$75,000]	<u>\$ 93,750</u>	<u>\$100,313</u>	<u>\$107,335</u>	<u>\$114,848</u>

Deputy County Clerk					
	[\$63,480-\$69,000]	\$ 82,500	\$ 88,275	\$ 94,454	\$101,066
Director of Economic Development					
	[\$72,000]	\$ 90,000	\$ 96,300	\$103,041	\$110,254
Director of Liquor Control					
	[\$72,000]	\$ 90,000	\$ 96,300	\$103,041	\$110,254
Director of Community Assistance					
	[\$72,000]	\$ 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

[(b) The respective appointing authority may set the starting salary and increases in salary of an appointee at any figure below the established maximum salary, provided, however, the starting salary of any deputy appointee shall not be less than the minimum established salary set forth in Sec. 3-2.1(a).]

[(c)] (d) The starting salary for newly-hired deputy [appointees] county attorneys or deputy prosecuting attorneys [as specified in Sec. 3-2.1(b)] shall take into consideration education, years of experience, and qualifications coming into the position.

(e) For non-elected positions, any salary increase for any officer or employee occupying a position in Sec. 3-2.1(c) is contingent on the Salary Commission's receipt of a certification from the officer's or employee's appointing authority at least thirty (30) days prior to the increase that:

(1) The appointee's performance has been evaluated within the twelve (12) month period immediately preceding the date of the proposed salary increase, and

(2) The results of the performance evaluation evidence that the appointee has met or exceeded job requirements (for example, has achieved a rating of not less than three points or higher in a five point scale) for the appraisal period.

The Director of Personnel shall approve all performance evaluation procedures and shall coordinate the performance evaluations for mayoral appointees. The county attorney's performance shall be evaluated by the mayor and the council. The Salary Commission shall receive a copy of all current performance evaluation procedures.

(f) Transitional provisions. Deputy county attorneys and deputy prosecuting attorneys shall receive a twenty-five (25) per cent increase on July 1, 2007, a seven (7) per cent increase on January 1, 2008, a seven (7) per cent increase on January 1, 2009, and a seven (7) per cent increase on January 1, 2010, provided that:

(i) Performance review requirements have been met, and

(ii) The increased salary is less than the maximum salary in Sec. 3-2.1(c).

For all positions listed in Sec. 3-2.1(c), the thirty (30) day requirement for submission of certifications from the appointing authorities in Sec. 3-2.1(e) is waived for the first salary

increase effective July 1, 2007. Appointing authorities shall provide the certifications for this salary increase before July 1, 2007.

[(d)] (g) Officers listed in Section 3-2.1 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 salary."

SECTION 4. Chapter 3, Article 3, Section 3-3.1 of the Kaua'i County Code 1987, is hereby amended to read as follows:

"Article 3. SALARIES OF THE COUNTY COUNCIL

Sec. 3-2.1 Salaries of the County Council.

(a) The annual salaries, payable semi-monthly, of the Kaua'i County Council shall be as follows:

<u>Position</u>		<u>Effective date</u>
		<u>1/1/09</u>
Council Chair	[\$39,500]	<u>\$52,930</u>
Councilmember	[\$35,100]	<u>\$47,034</u>

SECTION 5. Material to be deleted is bracketed. New material to be added is underscored.


SECTION 6. Severability. 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 ordinance 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.

SECTION 7. Unless this Resolution is rejected by five (5) or more councilmembers, the County Clerk and County Council shall take all steps to effect this resolution within thirty (30) days. Should portions of the Resolution be rejected by a vote of five or more, the County Clerk and County Council shall take all steps to effect the portions of the resolution not rejected within thirty (30) days.

INTRODUCED BY:




Allan Smith, Chair



Thomas Cooper



Robert Crowell



Randall Hee



Virginia Kanali



Trinette Kau



Dawn Murata

Dated: April 18, 2007