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Pay Rates In Hawaii 2016

Private Employment
Government Employment



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We Know HR

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2016
Pay Rates in Hawaii
(Seventieth Annual Survey)

TABLE OF CONTENTS

	<u>Page</u>		<u>Page</u>
Introduction	i	Customer Service Representative II (Experienced) (43.24)	19
Definition of Terms	iii	Customer Service Representative III (Technical Advisor) (43.25)	20
Distribution of Survey Participants	iv	File Clerk I (Entry Level) (43.26).....	21
Profile of Survey Participants.....	v	File Clerk II (Experienced) (43.27)	22
2016 Pay Rates In Hawaii Highlights.....	vii	Records Specialist (Advanced) (43.28)	23
FLSA Exemption Update	ix	Customer Service Professional I (43.29)	24
Exempt Status for Reported Positions	xii	Customer Service Professional II (43.30).....	25
Survey Data Results		Customer Service Professional III (Senior) (43.31)	26
<u>General Office Clerical Classifications</u>		Sales/Marketing Assistant (43.32).....	27
Messenger (43.02).....	1	<u>Human Resources Classifications</u>	
General Clerk I (Entry Level) (43.03).....	2	Personnel Clerk (Human Resources Clerk) (45.01)	28
General Clerk II (Experienced) (43.04)	3	Human Resources Assistant (45.02).....	29
General Clerk III (Advanced) (43.05).....	4	Benefits Assistant (45.03).....	30
Secretary (43.06).....	5	<u>Accounting / Finance / Legal Classifications</u>	
Executive Secretary/Administrative Assistant to President/CEO (43.07)	6	Paralegal/Legal Assistant (46.01).....	31
Receptionist (43.09)	7	Legal Secretary II (Experienced) (46.02)	32
Telephone Operator (43.10).....	8	Legal Secretary III (Advanced) (46.03).....	33
Telephone Operator/Receptionist/Secretary (43.11).....	9	Accounts Payable/Accounts Receivable Clerk (46.04)	34
Mail Clerk (43.12).....	10	Bookkeeper (46.06)	35
Order Clerk (43.14).....	11	Cashier (46.07)	36
Purchasing Clerk (43.15)	12	Teller (46.08)	37
Collections Clerk (43.18)	13	Loan Processor (46.09).....	38
Statistical Clerk (43.19).....	14	Accounting Clerk I (Entry) (46.10)	39
Administrative Assistant I (43.20)	15	Accounting Clerk II (Experienced) (46.11).....	40
Administrative Assistant II (43.21).....	16	Accounting Clerk III (Advanced) (46.12)	41
Administrative Assistant III (43.22).....	17	Payroll Clerk I (46.15).....	42
Customer Service Representative I (Entry Level) (43.23).....	18	Payroll Clerk II (46.16).....	43
		Claims Examiner I (46.17)	44
		Claims Examiner II (46.18)	45



2016 Pay Rates In Hawaii

Confidential

	<u>Page</u>		<u>Page</u>
Claims Examiner III (46.19)	46	Groundskeeper (50.04)	74
Membership Enrollment Representative I (46.21).....	47	Golf Course Groundskeeper (50.05).....	75
Membership Enrollment Representative II (46.22).....	48	Laborer, Light (50.06)	76
Membership Enrollment Representative III (46.23)	49	Laborer, Heavy (50.07).....	77
Inventory Control Clerk (46.25)	50	Janitor, Light (50.08)	78
<u>Engineering / Graphic Art Classifications</u>		Janitor, Heavy (50.09)	79
Engineering Drafting Technician (47.01)	51	Trades Helper (50.11).....	80
Graphic Artist (47.02)	52	Carpenter, Maintenance (50.12)	81
<u>Housekeeping / Food Service Classifications</u>		Painter, Maintenance (50.13).....	82
Housekeeper (48.01)	53	Plumber, Maintenance (50.14).....	83
Washing Machine Operator (48.02).....	54	Electrician, Maintenance (50.15).....	84
Dishwasher (48.03)	55	Welder, Maintenance (50.16)	85
Kitchen Helper (48.04).....	56	Machinist, Maintenance (50.17)	86
Counter Attendant (48.05)	57	Automotive Mechanic Helper (50.18)	87
Pantry Worker (48.06)	58	Automotive Mechanic (50.19)	88
Cook, Fry (48.07).....	59	Electronic Technician (50.20).....	89
Cook, Assistant (48.08).....	60	Building/Grounds Maintenance Mechanic I (50.21)	90
Cook, General (48.09).....	61	Building/Grounds Maintenance Mechanic II (50.22).....	91
Baker (48.10).....	62	Experienced Heavy Equipment Operator (50.24).....	92
Bartender (48.11)	63	<u>Distribution Classifications</u>	
Dining Room Attendant (48.12)	64	Forklift Driver (51.01)	93
Wait Help (48.13).....	65	Traffic Dispatcher (51.02)	94
Host/Hostess (48.15)	66	Driver I (Light) (51.03).....	95
<u>Retail Classifications</u>		Driver II (Heavy) (51.04)	96
Cash Register Clerk (49.01).....	67	Driver III (Tractor Trailer) (51.05)	97
Sales Clerk/Associate, Entry Level (49.12)	68	Warehouse Worker (51.06).....	98
Sales Clerk/Associate, Experienced (49.13)	69	Lead Warehouse Worker (51.07).....	99
Sales Supervisor/Team Lead (49.14)	70	Stock Selector Clerk (51.08).....	100
Tour Guide (49.15).....	71	Shipping/Receiving Clerk (51.09).....	101
<u>Facilities / Maintenance / Security Classifications</u>		Packer (51.10).....	102
Security Guard (Uniformed) (50.01).....	72	Participating Companies	103
Security Guard (Plainclothes) (50.02).....	73		

INTRODUCTION

The 70th annual Pay Rates in Hawaii Survey was conducted during July through October 2016. Two hundred seventy-one private companies and government agencies in Hawaii participated in the survey.

Survey Procedure

Survey invitations were e-mailed to 769 organizations at the beginning of July 2016. Participants completed the survey online and uploaded the completed data worksheet. The Council implemented a quality-control process to minimize errors. This included independent reviews, follow-up contact, and data entry controls.

The Survey Sample

One hundred nine different jobs including clerical, trade, service, technical, and professional occupations, were included in the survey. These job classifications were selected to provide identifiable and/or benchmark jobs for comparison.

The Survey Response

Pay rate information has been reported for the 271 organizations that participated in the survey. The total number of all employees for the surveyed participants is 141,185.

The survey participants included 245 private sector organizations and 26 government agencies. Survey data is presented by private/public, employment size, county location and industry type. Total number of participants by different county locations is 271.

The Pay Rates

Pay rates reported were effective for 7/1/16 and cover regular full-time and part-time employees.

Excluded from the survey: part-time employees working less than 20 hours per week; temporary or seasonal workers; working supervisors whose pay reflects their supervisory responsibilities; and construction workers who are paid according to contractor-union wage scales or public works construction wage schedules.

Rates reported for the 102 jobs in the report are actual hourly rates for each incumbent. Salary ranges reported are only for organizations with formal, established rate ranges.

The following jobs are new to the report:

Tour Driver/Guide
Tour Guide

The following jobs could not be reported due to insufficient data:

Copy Center Operator
Credit Clerk
Desktop Publishing Operator

Host/Hostess/Cashier
Lockbox Processor

Parking Lot Attendant
Tour Driver/Guide

Report Format

The information in this report has been compiled from data furnished by each participant with the understanding that the data reported by each company remain confidential. For this reason, jobs reported by fewer than five facilities are not included*. Also, some measures are not shown when fewer than eight employees are reported. A zero is shown where there is insufficient data for reporting purposes. The following criteria were used in the final report:

Minimum Five Facilities and
Number Employees Reported

5 - 8 employees
9 and above

Measures Reported

Average, Median, Mid 50% Range
Average, Median, Mid 50% Range, Extremes (10th and 90th percentile)

The Hawaii Employers Council makes every effort to insure a consistent and representative sample each year. However, new companies open and are included; others are no longer in business or may not be able to participate in a given year. Actual percentage amounts may vary based on different participating companies and jobs reported for each particular report. Therefore, changes in reported data from year to year should be viewed as general trends or indicators rather than precise measurements.

*Note: As with previous Pay Rate Surveys, Public Sector data is reported separately and follows the same report guidelines except for the minimum five facility requirement.

DEFINITION OF TERMS

Number of Companies: The total number of companies reporting jobs.

Number of Employees: The total of all employees reported in each job classification.

Average: Determined by adding the average rate for each organization reporting and dividing by the number of organizations.

Weighted Average: A weighted average is derived by multiplying each rate of pay by the number of employees receiving that particular rate, then adding the rate-of-pay totals together and dividing by the total number of employees.

Interquartile Range (Mid-50% Range): The middle 50% of the pay rates reported in the survey. The range includes the 25th percentile through the 75th percentile of rates reported.

Median: This statistic refers to the midpoint or the 50th percentile numbers. In the context of this survey, half of the reported data receive more and half receive less than the median pay rate.

Interquartile Ranges and Extremes: Determined by listing all of the reported rates in ascending order. This allows the user to see the distribution of rates in the sample.

Interquartile Ranges	25th	The rate within the sample which is higher than 25% of the rates and lower than 75% of the rates. (Also called the 1st Quartile rate.)
	Median	The rate within the sample which is higher than 50% of the rates and lower than 50% of the rates. (Also called the 50th Percentile or Middle rate.)
	75th	The rate within the sample which is higher than 75% of the rates and lower than 25% of the rates. (Also called the 3rd Quartile rate.)
Extremes	10th	The rate within the sample which is higher than 10% of the rates and lower than 90% of the rates.
	90th	The rate within the sample which is higher than 90% of the rates and lower than 10% of the rates.

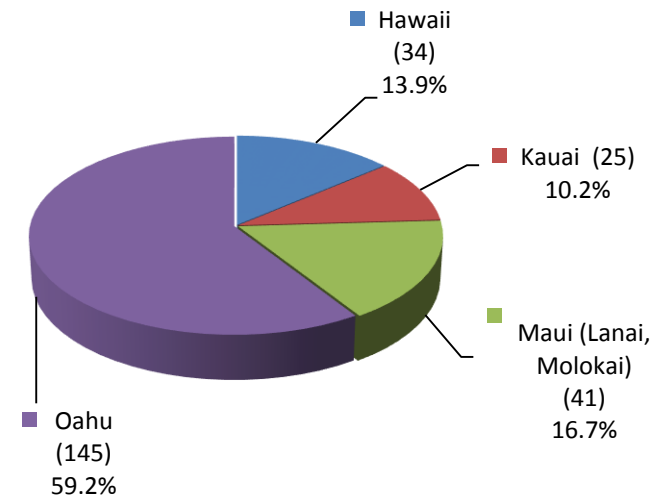
Established Range (Formal Salary Range): Minimum and maximum salary rates as reported by organizations with established, formal pay structure/salary ranges.

Although it is recognized that not all of the jobs in the survey will exist in any one organization and that few may be a perfect match, it was requested to participants that only jobs which take up the major portion of the employees' time that match the job descriptions in the survey be reported. The intent is to compare ranges and actual salaries for reasonably comparable jobs.

DISTRIBUTION OF SURVEY PARTICIPANTS BY COUNTY

Private Sector

County	# of Participating Organizations	Total Employees at Participating Organizations	Estimated Total All Private Employees ⁽¹⁾	% of Estimated Private Employees
Hawaii	34	3,719	54,400	6.8
Kauai	25	2,232	26,600	8.4
Maui (Lanai, Molokai)	41	3,822	65,500	5.8
Oahu	145	48,030	377,300	12.7
Total	245	57,803	523,800	11.0



Public Sector

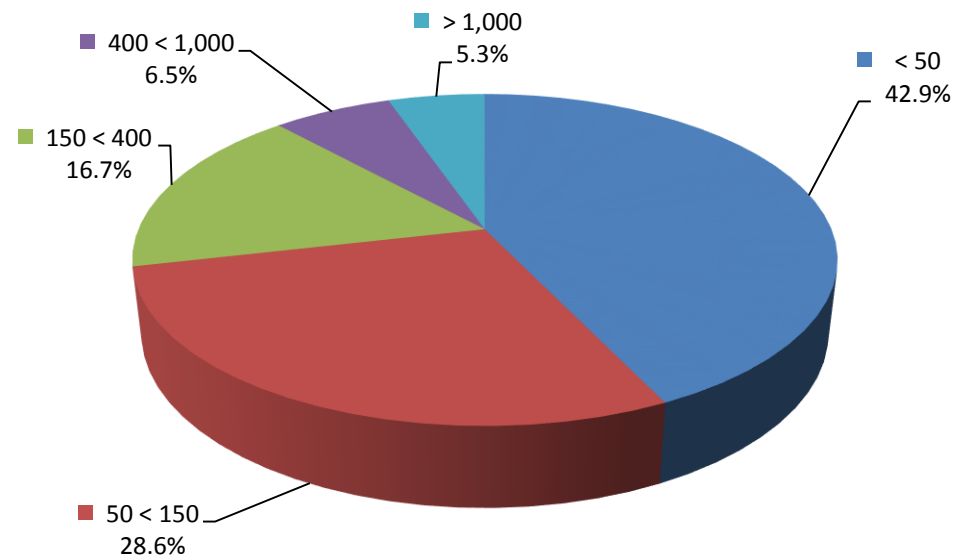
Branch	# of Participating Organizations	Total Employees at Participating Organizations	Estimated Total All Government Employees ⁽¹⁾	% of Estimated Government Employees
Federal, State, and County Government	26	83,382	118,800	70.2
Grand Total	271	141,185	642,600	22.0

⁽¹⁾Source: State of Hawaii, Department of Labor and Industrial Relations, Research and Statistics Office, Labor and Occupational Information, Hawaii Workforce Informer, Current Employment Statistics by County, July 2016. (State data rounded to nearest 50.) (Sums may not equal totals due to rounding.)

PROFILE OF SURVEY PARTICIPANTS

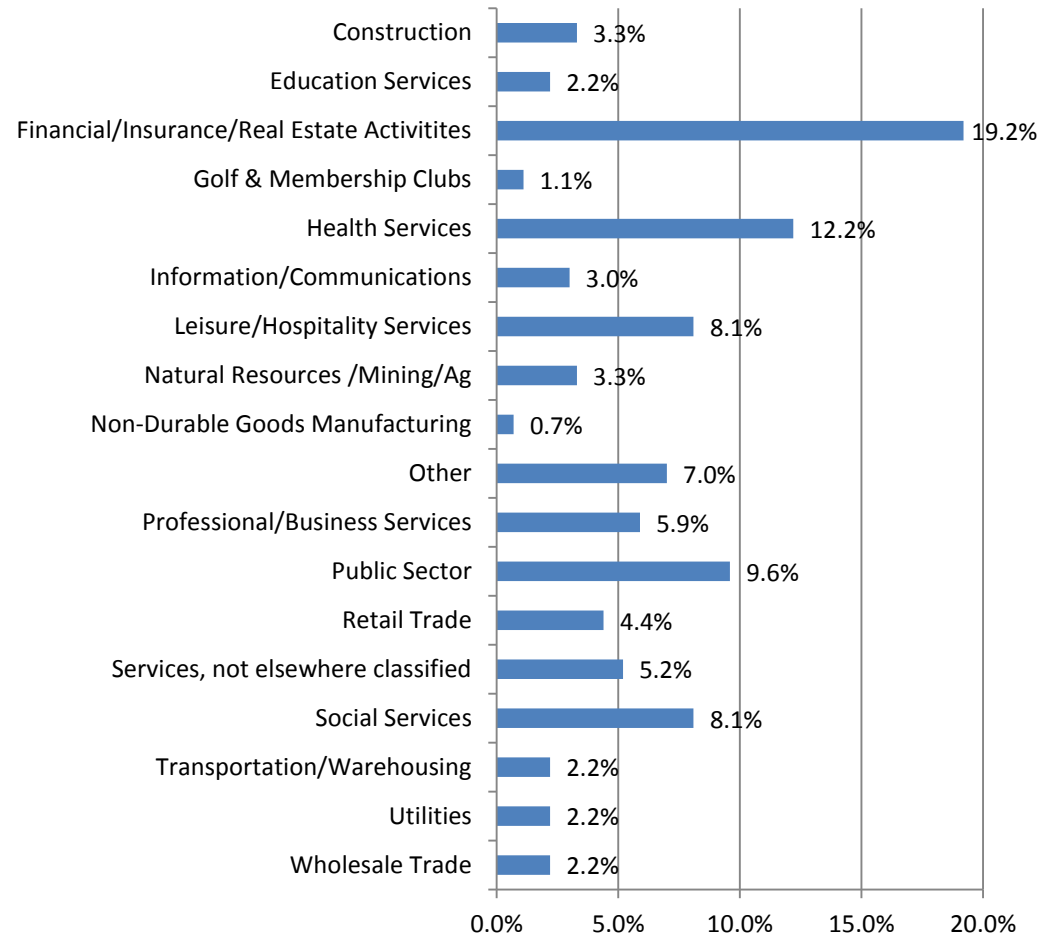
Private Sector Distribution by Employment Size

# of Employees	# of Companies	% of Companies
< 50	105	42.9
50 < 150	70	28.6
150 < 400	41	16.7
400 < 1,000	16	6.5
> 1,000	13	5.3
Total	245	100.0



Distribution by All Industry Groups

Industry Groups	# Companies	% Companies
Construction	9	3.3
Durable Goods Manufacturing	0	0.0
Education Services	6	2.2
Financial / Insurance / Real Estate Activities	52	19.2
Golf & Membership Clubs	3	1.1
Health Services	33	12.2
Information / Communications	8	3.0
Leisure / Hospitality Services	22	8.1
Natural Resources / Mining / Agriculture	9	3.3
Non-Durable Goods Manufacturing	2	0.7
Other	19	7.0
Professional / Business Services	16	5.9
Public Sector	26	9.6
Retail Trade	12	4.4
Services, not elsewhere classified	14	5.2
Social Services	22	8.1
Transportation / Warehousing	6	2.2
Utilities	6	2.2
Wholesale Trade	6	2.2
Total	271	100.0



43.03 General Clerk I (Entry Level)

First of three levels of general clerical work. The job typically requires high school graduate level reading, communication and math skills and no previous experience, or equivalent. Duties include performing routine clerical procedures in support of an assigned department or function. Duties may include combinations of counter work, filing, checking, redirecting, or entering data into a computer. Incumbents follow prescribed procedures in handling, classifying, filing or indexing data. Working under close supervision, incumbents perform simple computations according to clearly defined principles. Do not report jobs specializing in customer service, accounting, data entry or filing.

	Base Pay									Established Ranges		
	No. of Cos.	No. of Emps.	Average	Weighted Average	10th	Interquartile Ranges			90th	No. of Cos.	Minimum	Maximum
						25th	Median	75th				
Total Responses (All Cos)	39	190	\$14.48	\$14.97	\$10.55	\$12.88	\$14.90	\$15.90	\$17.53	23	\$11.36	\$16.72
Private	33	156	\$14.20	\$14.84	\$10.39	\$11.58	\$14.17	\$15.60	\$17.06	18	\$11.42	\$16.33
Public	6	34	\$15.99	\$15.60		\$15.10	\$16.00	\$17.30		5	\$11.14	\$18.11
By Employment (Private Industry)												
< 50 employees	6	7	\$12.43	\$12.17		\$10.30	\$12.30	\$14.19				
50 < 150 employees	7	23	\$13.63	\$13.78		\$12.64	\$14.04	\$14.75		5	\$11.08	\$15.66
150 < 400 employees	5	11	\$12.78	\$12.57		\$10.33	\$13.13	\$15.00				
400 < 1000 employees	6	17	\$14.97	\$13.34		\$14.49	\$15.64	\$15.93		5	\$11.75	\$16.86
1000+ employees	9	98	\$16.10	\$15.79	\$12.30	\$13.27	\$16.41	\$17.60	\$19.97			
By County (Private Industry)												
Oahu	24	139	\$14.91	\$15.19	\$11.17	\$13.23	\$15.08	\$16.08	\$17.45	13	\$11.68	\$17.22
By Industry (Private Industry)												
Utilities/Trans/Comm	5	15	\$12.30	\$11.82		\$10.33	\$10.61	\$11.00				
Fin/Real Estate/Ins	8	54	\$13.30	\$13.12		\$12.36	\$13.20	\$14.32		8	\$10.90	\$16.96
Health Services	7	26	\$16.32	\$17.07		\$15.64	\$16.41	\$16.98				

43.04 General Clerk II (Experienced)

Second of three levels of general clerical work. The job typically requires high school graduate level reading, communication and math skills and 2+ years or experience, or equivalent. Incumbents normally are familiar with department or functional operations and are able to work with minimal assistance. Incumbents perform clerical, counter work and typing duties of some diversity, requiring the application of various standard procedures and preparation or use of several types of forms, reports or records. Incumbents may post data directly to a database from information furnished. Posting may involve some intermediate operation such as cross-checking, comparison or ordinary calculations. Incumbents may prepare and type reports, orders or other forms such as requisitions, schedules or control records of various types. Do not report jobs specializing in customer service, accounting, data entry or filing.

	Base Pay									Established Ranges		
	No. of Cos.	No. of Emps.	Average	Weighted Average	10th	Interquartile Ranges			90th	No. of Cos.	Minimum	Maximum
						25th	Median	75th				
Total Responses (All Cos)	62	1795	\$16.13	\$15.46	\$13.55	\$14.63	\$15.61	\$16.61	\$20.41	42	\$12.90	\$19.73
Private	43	239	\$16.57	\$16.21	\$14.30	\$15.13	\$16.00	\$17.40	\$21.57	24	\$13.07	\$19.33
Public	19	1556	\$15.13	\$15.34	\$13.48	\$14.06	\$15.06	\$15.80	\$16.23	18	\$12.67	\$20.27
By Employment (Private Industry)												
< 50 employees	13	17	\$16.37	\$16.36	\$13.69	\$14.57	\$16.00	\$17.46	\$20.66	6	\$13.55	\$19.30
50 < 150 employees	6	16	\$14.66	\$14.77		\$14.81	\$15.54	\$16.08				
150 < 400 employees	8	28	\$16.64	\$16.36		\$15.02	\$15.69	\$17.53				
400 < 1000 employees	7	41	\$17.07	\$16.46		\$15.96	\$16.24	\$16.52		7	\$13.40	\$19.02
1000+ employees	9	137	\$17.69	\$16.26	\$14.67	\$15.24	\$16.63	\$19.45	\$22.44			
By County (Private Industry)												
Hawaii	5	31	\$15.90	\$15.74		\$15.43	\$16.10	\$16.24				
Oahu	30	191	\$16.87	\$16.32	\$13.46	\$15.27	\$16.12	\$18.82	\$21.73	16	\$13.14	\$19.90
By Industry (Private Industry)												
Utilities/Trans/Comm	7	27	\$16.94	\$16.22		\$14.82	\$15.24	\$18.66				
Fin/Real Estate/Ins	10	76	\$16.06	\$14.83	\$13.46	\$15.15	\$15.54	\$16.08	\$19.24	9	\$12.09	\$20.29
Health Services	8	51	\$16.84	\$18.03		\$15.95	\$16.52	\$17.68		6	\$13.90	\$17.44
Social Services	5	8	\$15.52	\$15.45		\$15.08	\$15.43	\$15.48				

43.05 General Clerk III (Advanced)

Third of three levels of general clerical work. This job typically requiring high school graduate level reading, communication and math skills and 5+ years of experience, or equivalent. Incumbents have a high degree of understanding of the work function and will typically provide work direction to other clerical staff within the area. Incumbents perform a variety of clerical and typing duties, some non-routine and complex in nature. Incumbents utilizes knowledge of company policies and procedures in maintaining files, records, and other information. Incumbents work under minimal supervision, using good judgment in resolving routine problems. Do not report jobs specializing in customer service, accounting, data entry or filing.

	Base Pay									Established Ranges		
	No. of Cos.	No. of Emps.	Average	Weighted Average	10th	Interquartile Ranges			90th	No. of Cos.	Minimum	Maximum
						25th	Median	75th				
Total Responses (All Cos)	27	827	\$19.09	\$17.37	\$15.82	\$16.55	\$18.99	\$20.59	\$23.27	21	\$14.37	\$22.78
Private	12	115	\$21.07	\$20.67	\$18.42	\$19.69	\$20.18	\$23.07	\$24.42	7	\$15.48	\$24.13
Public	15	712	\$17.50	\$16.84	\$15.66	\$16.00	\$16.90	\$18.77	\$20.52	14	\$13.82	\$22.11
By Employment (Private Industry)												
1000+ employees	5	102	\$22.25	\$20.76		\$20.28	\$22.75	\$24.05				
By County (Private Industry)												
Oahu	11	113	\$21.36	\$20.72	\$19.55	\$19.82	\$20.28	\$23.40	\$24.46	6	\$15.49	\$24.03
By Industry (Private Industry)												
Insufficient data for reporting purposes												

43.06 Secretary

Provides secretarial services for one or more individuals, and relieves them of routine office duties; works under general supervision. For example - Types letters, reports and other material from rough draft; schedules appointments and gives information to callers; locates and attaches appropriate file to correspondence to be answered by superior; answers telephone and routes calls or takes messages; reads and routes incoming mail and answers routine correspondence independently; has thorough knowledge of general business and office procedure and specific policies; gathers, assembles, and refines material and data required for correspondence, memorandums, reports, or other material; takes, transcribes and maintains minutes of meetings and conferences; may establish and maintain files and have material available for reference or follow-up. May take and transcribe dictation involving general business terminology and recurrent specialized vocabulary; uses PC in performing assigned tasks.

	Base Pay									Established Ranges		
	No. of Cos.	No. of Emps.	Average	Weighted Average	10th	Interquartile Ranges			90th	No. of Cos.	Minimum	Maximum
						25th	Median	75th				
Total Responses (All Cos)	55	841	\$20.72	\$20.74	\$15.29	\$17.64	\$20.94	\$23.14	\$26.46	35	\$16.47	\$25.07
Private	34	127	\$21.46	\$20.88	\$16.24	\$17.79	\$21.02	\$23.41	\$26.97	19	\$16.62	\$23.90
Public	21	714	\$19.53	\$20.72	\$14.86	\$17.53	\$19.83	\$21.98	\$23.20	16	\$16.30	\$26.46
By Employment (Private Industry)												
< 50 employees	10	15	\$21.24	\$21.85	\$16.46	\$17.46	\$22.14	\$23.41	\$26.44	7	\$17.00	\$23.84
150 < 400 employees	9	31	\$22.54	\$20.69	\$17.20	\$17.75	\$22.04	\$26.03	\$27.56			
1000+ employees	7	65	\$23.59	\$21.32		\$20.63	\$21.04	\$27.27				
By County (Private Industry)												
Maui/Lanai/Molokai	5	9	\$20.85	\$20.28		\$15.82	\$23.29	\$23.45				
Oahu	21	103	\$22.38	\$21.29	\$17.29	\$20.24	\$21.04	\$26.34	\$27.37	12	\$16.66	\$25.08
By Industry (Private Industry)												
Fin/Real Estate/Ins	6	9	\$24.97	\$25.14		\$23.20	\$24.94	\$26.47		5	\$17.60	\$27.18
Health Services	9	70	\$21.31	\$20.92	\$19.67	\$20.64	\$21.04	\$22.04	\$23.79	5	\$16.92	\$22.38
Social Services	11	27	\$17.91	\$17.83	\$15.69	\$16.33	\$16.85	\$20.19	\$21.16	7	\$15.39	\$21.31

43.07 Executive Sec/Administrative Asst to President/CEO

Highest level administrative assistant job, equal in skills to the level III administrative assistant job, but directly supporting the CEO or President. Typically requires problem solving skills and 5+ years of experience, or equivalent. Assists the top executive by performing a variety of support duties, such as screening calls, conference or meeting planning, preparing complex documents or coordinating activities. Collects, compiles, records or otherwise gathers data and prepares standard and custom reports with information necessary for decision-making. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics, web page content preparation or scheduling. Other skills typically include use of a programmable telephone system, audiovisual equipment or the internet. Incumbents must have the ability to exercise independent judgment and exercise discretion regarding confidential matters. Incumbents may provide work direction to other support staff.

	Base Pay									Established Ranges		
	No. of Cos.	No. of Emps.	Average	Weighted Average	10th	Interquartile Ranges			90th	No. of Cos.	Minimum	Maximum
						25th	Median	75th				
Total Responses (All Cos)	96	153	\$28.01	\$28.48	\$20.68	\$24.11	\$27.33	\$32.49	\$35.45	47	\$20.60	\$31.97
Private	90	116	\$27.79	\$28.32	\$20.16	\$24.05	\$27.17	\$32.11	\$34.32	43	\$20.31	\$31.41
Public	6	37	\$31.34	\$29.00		\$27.12	\$30.99	\$35.26		4	\$23.67	\$38.00
By Employment (Private Industry)												
< 50 employees	21	22	\$24.90	\$24.94	\$17.50	\$18.33	\$25.48	\$28.85	\$31.25	8	\$18.96	\$30.09
50 < 150 employees	26	32	\$29.28	\$30.04	\$21.65	\$24.75	\$30.43	\$33.16	\$35.02	14	\$19.69	\$31.58
150 < 400 employees	21	23	\$26.86	\$26.87	\$22.56	\$24.04	\$25.79	\$28.68	\$31.84	9	\$19.68	\$28.69
400 < 1000 employees	12	16	\$27.76	\$27.63	\$20.17	\$26.12	\$27.25	\$31.57	\$33.82	8	\$22.05	\$31.77
1000+ employees	10	23	\$31.98	\$31.08	\$26.27	\$29.82	\$32.35	\$33.65	\$36.14			
By County (Private Industry)												
Maui/Lanai/Molokai	6	6	\$22.98	\$22.98		\$20.52	\$23.84	\$25.62				
Oahu	80	106	\$28.08	\$28.59	\$21.15	\$24.11	\$27.76	\$32.27	\$34.32	38	\$20.09	\$31.22
By Industry (Private Industry)												
Utilities/Trans/Comm	6	6	\$27.02	\$27.02		\$22.96	\$26.11	\$32.05				
Fin/Real Estate/Ins	23	30	\$28.26	\$28.59	\$18.70	\$25.37	\$28.13	\$32.51	\$33.87	15	\$19.89	\$32.90
Prof/Business Svcs	6	6	\$27.85	\$27.85		\$23.78	\$27.16	\$30.78				
Health Services	18	25	\$27.31	\$27.74	\$20.75	\$24.04	\$27.22	\$30.59	\$33.96	9	\$19.78	\$27.63
Social Services	7	7	\$25.33	\$25.33		\$22.60	\$26.38	\$28.28				
Leisure/Hospitality	9	15	\$27.70	\$29.17	\$22.51	\$23.50	\$26.23	\$31.37	\$33.88			
Other Services	13	18	\$28.77	\$29.62	\$24.23	\$24.84	\$30.17	\$33.33	\$33.94	8	\$20.54	\$32.09

46.04 Accounts Payable/Accounts Receivable Clerk

Under supervision, performs one or more routine accounting operations such as accounts payable or accounts receivable; work does not require a knowledge of accounting and bookkeeping principles. For example - Posts simple journal vouchers, entering them in voucher registers; reconciles bank accounts; posts subsidiary ledgers controlled by general ledgers; posts simple costs accounting data; works in offices in which the more routine accounting work is subdivided on a functional basis among several workers.

	Base Pay									Established Ranges		
	No. of Cos.	No. of Emps.	Average	Weighted Average	10th	Interquartile Ranges			90th	No. of Cos.	Minimum	Maximum
						25th	Median	75th				
Total Responses (All Cos)	56	136	\$19.11	\$18.55	\$14.96	\$17.00	\$19.23	\$20.72	\$22.32	27	\$14.95	\$21.22
Private	53	121	\$19.23	\$18.69	\$15.10	\$17.00	\$19.33	\$20.74	\$22.34	25	\$15.12	\$21.28
Public	3	15	\$17.03	\$17.37								
By Employment (Private Industry)												
< 50 employees	10	12	\$18.13	\$17.85	\$14.72	\$16.35	\$17.50	\$20.34	\$21.54			
50 < 150 employees	16	28	\$19.06	\$18.59	\$15.95	\$17.22	\$19.34	\$20.91	\$22.07	7	\$13.75	\$20.53
150 < 400 employees	15	38	\$19.05	\$18.00	\$16.02	\$16.92	\$19.37	\$20.75	\$22.06	7	\$15.86	\$20.91
1000+ employees	8	31	\$21.62	\$19.82		\$18.25	\$19.84	\$20.90				
By County (Private Industry)												
Maui/Lanai/Molokai	6	9	\$18.23	\$18.28		\$17.13	\$17.68	\$19.31				
Oahu	42	106	\$19.29	\$18.69	\$14.92	\$17.07	\$19.35	\$20.73	\$22.60	21	\$15.23	\$21.67
By Industry (Private Industry)												
Retail/Wholesale Trade	6	18	\$17.86	\$17.42		\$16.87	\$17.00	\$17.77				
Fin/Real Estate/Ins	8	15	\$18.17	\$18.35		\$16.70	\$18.77	\$20.08				
Health Services	10	24	\$20.07	\$20.24	\$17.55	\$18.23	\$19.95	\$21.26	\$22.46			
Leisure/Hospitality	9	26	\$18.23	\$17.05	\$13.80	\$14.13	\$19.00	\$21.74	\$22.41			
Other Services	9	16	\$18.32	\$18.02	\$15.40	\$16.64	\$17.50	\$20.70	\$21.01	7	\$14.43	\$20.48

46.06 Bookkeeper

Experienced level bookkeeping job. Typically requires a general understanding of accounting principles commensurate with 2+ years of accounting training or experience, or equivalent. Responsible for diverse duties in maintaining accounting records in a small company or office. Higher level accounting and financial system work is often provided by outside consultants or CPA's. Posts entries into ledgers and journals, often using computer applications. Reconcile bank statements, monitor schedules for notes payable and receivable, bonds, securities and interest, cross check, make comparisons, balance accounts and take trial balances. Work often includes payroll, credit and collection duties, and is reviewed by outside consultants or auditors to verify appropriate procedure and accuracy. Duties require analysis of facts to determine action to be taken within the limits of standard practice. May prepare budget status reports. Do not report staff with four-year accounting or closely related degrees.

	Base Pay									Established Ranges		
	No. of Cos.	No. of Emps.	Average	Weighted Average	10th	Interquartile Ranges			90th	No. of Cos.	Minimum	Maximum
						25th	Median	75th				
Total Responses (All Cos)	19	25	\$23.85	\$23.34	\$18.90	\$20.75	\$22.83	\$27.31	\$29.47	7	\$18.74	\$29.54
Private	18	24	\$23.66	\$23.18	\$18.61	\$20.62	\$22.39	\$26.79	\$29.67	6	\$19.64	\$27.37
Public	1	1										
By Employment (Private Industry)												
< 50 employees	8	10	\$19.93	\$19.80		\$18.75	\$20.75	\$21.71				
50 < 150 employees	5	6	\$25.85	\$25.63		\$24.54	\$25.04	\$28.05				
By County (Private Industry)												
Oahu	16	22	\$24.12	\$23.47	\$18.30	\$21.37	\$23.69	\$27.49	\$30.09	6	\$19.64	\$27.37
By Industry (Private Industry)												
	Insufficient data for reporting purposes											

PARTICIPATING COMPANIES

Construction

Alan Shintani Inc.
Arita Poulson General Contracting LLC
(Maui, Oahu)
Castle & Cooke Hawaii
Honolulu Wood Treating LLC
Isemoto Contracting Co., Ltd.
Pural Water Specialty Co., Inc.
Shioi Construction Inc. (Kauai, Oahu)

Education Services

Hawaii Baptist Academy
Hawaii Residency Programs Inc.
Kamehameha Schools (Hawaii, Kauai, Maui,
Oahu)

Financial / Insurance / Real Estate

A&B Properties Inc. (Kauai, Maui, Oahu)
Alexander & Baldwin LLC
Bank of Hawaii (Hawaii, Kauai, Maui, Oahu)
Big Island Federal Credit Union
Central Pacific Bank (Hawaii, Kauai, Maui,
Oahu)
Direct Business Connections Inc.
Finance Enterprises Ltd. (Hawaii, Maui, Oahu)
First Hawaiian Bank (Hawaii, Kauai, Maui,
Oahu)
Hawaii Central Federal Credit Union
Hawaii Dental Service
Hawaii Employers Mutual Insurance Co.
Hawaii Law Enforcement Federal Credit
Union

Hawaii Medical Service Assn. (Hawaii, Kauai,
Maui, Oahu)
Hawaii National Bank (Hawaii, Maui, Oahu)
Hawaii Pacific Federal Credit Union
Hawaii State Federal Credit Union
Hawaiian Electric Employees Federal Credit
Union
Hawaiian Tel Federal Credit Union
Hickam Federal Credit Union
Honolulu Fire Department Federal Credit
Union
Island Insurance Co., Ltd.
James Campbell Co. LLC
Kahului Federal Credit Union
Longevity International Enterprises Corp.
Molokai Community Federal Credit Union
Pacific Guardian Life
Pauahi Block A Nonprofit Organization
Pearl Hawaii Federal Credit Union
Realtors Assn. of Maui Inc.
Standard Capital Group Inc.
University Health Alliance
Villages of Kapolei Assn.
Wailuku Federal Credit Union
Zephyr Insurance Co., Inc.

Health Services

Aloha Nursing & Rehab Centre
Arcadia Retirement Residence
Blood Bank of Hawaii
Careresource Hawaii (Hawaii, Maui, Oahu)
Clinical Laboratories of Hawaii LLP

Diagnostic Laboratory Services Inc.
Hale Anuenue Restorative Care Center
Hale Makua Health Services
Hawaii Diagnostic Radiology Services LLC
Hawaii Pacific Health (Kauai, Oahu)
Hospice of Hilo
Kahala Senior Living Community Inc.
Kalihi-Palama Health Center
Kuakini Health System
Kuhana Associates LLC
Kulana Malama
Na Pu'uwai
Oahu Care Facility
One Kalakaua Senior Living Assn.
Pearl City Nursing Home
Pohai Nani Good Samaritan
Queen's Medical Center
Rehabilitation Hospital of the Pacific (Hawaii,
Oahu)
Shriners Hospitals for Children
St. Francis Healthcare System
Sutter Health Pacific
University Health Partners
Wahiawa General Hospital
Waikiki Health Center

Leisure / Hospitality Services

Alan Wong's Restaurant, Inc.
Aqua-Aston Hospitality (Hawaii, Kauai, Maui,
Oahu)
Diamond Dining International Corp.
Halekulani

2016 Pay Rates In Hawaii

Confidential

Hawaii HIS Corp. (Hawaii, Maui, Oahu)
Ka'anapali Beach Hotel
Kokua Hospitality OR LLC
Kona Brewing Co., Inc. (Hawaii, Oahu)
Kualoa Ranch Hawaii
Kyo-ya Ohana LLC dba Starwood Hotels & Resorts Waikiki
Mid-Pacific Country Club
Napili Kai Ltd.
Poipu Ohana Management Inc.
Polo Beach Club AOA
Polynesian Cultural Center
Principle Hotels LLC
Tasty Crust Inc.
Waikoloa Village Assn.
YHB Ewa LLC

Natural Resources / Mining / Agriculture

Dole Food Co. Hawaii
Dupont Pioneer (Kauai, Oahu)
Grace Pacific LLC (Hawaii, Kauai, Maui, Oahu)
Hawaiian Commercial & Sugar Co.
Kauai Coffee Co. LLC

Professional / Business Services

Austin Tsutsumi & Associates Inc.
Carlsmith Ball LLP (Hawaii, Maui, Oahu)
Environmental Science International, Inc.
Goodsill Anderson Quinn & Stifel
Healthcare Assn. of Hawaii
Helber Hastert & Fee Planners Inc.
Marr Jones & Wang LLLP
MDX Hawaii
Network Enterprises Inc.

Pacific Administrators Inc.
Pelatron Inc.
Sam O. Hirota Inc.
Trinity Management Group LLC
TRUSTA, An Accountancy Corp.

Public Sector

Child & Family Service (Hawaii, Kauai, Maui, Oahu)
City & County of Honolulu
County of Hawaii (Department of Civil Service)
County of Maui
Hawaii Department of Education (Hawaii, Kauai, Maui, Oahu)
HHSC Hawaii Health Systems Corp. (Hawaii, Kauai, Maui, Oahu)
Judiciary - State of Hawaii (Hawaii, Kauai, Maui, Oahu)
Office of Hawaiian Affairs
Research Corp. of the University of Hawaii State of Hawaii
University of Hawaii (Hawaii, Kauai, Maui, Oahu)

Retail / Wholesale Trade

B. Hayman Co. (Hawaii) Ltd
D. Otani Produce Inc.
HFM Foodservice (Hawaii, Kauai, Maui, Oahu)
Hikiola Cooperative
Izuo Brothers Ltd.
K & S Hawaiian Creations (Maui, Oahu)
Maui Varieties Ltd. (Hawaii, Kauai, Maui, Oahu)

Pioneer Contracting Co., Ltd.
Prada USA Corp.
Puna Plantation Hawaii Ltd.
Saint-Germain America Inc.

Services, not elsewhere classified

Aha Punana Leo Inc. (Hawaii, Maui, Oahu)
Aloha United Way
AOAO Waikiki Banyan
California Assn. for Research in Astronomy
Diamond Head Memorial Park Assn.
Haleakala Ranch Co.
Hawaii Community Foundation (Hawaii, Kauai, Maui, Oahu)
Hawaii Conference UCC
Hawaii State Bar Assn.
Hawaii Visitors & Convention Bureau (Hawaii, Kauai, Maui, Oahu)
Hawaiian Humane Society
Honolulu Board of Realtors
Ice Systems Inc.
ITO EN (USA) Inc.
Kaimuki Christian Church
Koloa Rum Corp.
Kukui Plaza Assn. of Owners
Lappert's Inc. (Kauai, Maui, Oahu)
Manoa Valley Church
Pacific Whale Foundation
Servco Pacific Inc. (Kauai, Maui, Oahu)
The Episcopal Church in Hawaii
USS Missouri Memorial Assn. Inc.

Social Services

Catholic Charities Hawaii (Hawaii, Oahu)
Consuelo Zobel Alger Foundation

2016 Pay Rates In Hawaii

Confidential

Domestic Violence Action Center
Epic Inc. 'Ohana Conferencing
Goodwill Industries of Hawaii Inc. (Hawaii,
Maui, Oahu)
Lanakila Pacific
Legacy of Life Hawaii
Lili'uokalani Trust (Hawaii, Kauai, Maui,
Oahu)
Mental Health Kokua
National Kidney Foundation of Hawaii

Parents And Children Together
Partners in Development Foundation (Hawaii,
Kauai, Maui, Oahu)
The Institute for Human Services

Utilities / Communications / Transportation

Aqua Engineers Inc. (Hawaii, Kauai, Oahu)
Charley's Taxi Radio Dispatch Corp.
eWorld Enterprises Solutions Inc.

Hawaiian Electric Co., Inc. (Hawaii, Maui,
Oahu)
Hawaiian Telcom (Hawaii, Kauai, Maui,
Oahu)
JAL Hawaii Inc.
'Olelo Community Television
Pacific Telecommunications Council
Roberts Hawaii (Hawaii, Kauai, Maui, Oahu)
Sandwich Isles Communications Inc.