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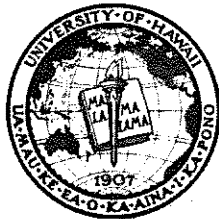
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# GOVERNMENT SALARIES IN HAWAII



**REPORT NO. 3, 1952**

**LEGISLATIVE REFERENCE BUREAU  
UNIVERSITY OF HAWAII**

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# **GOVERNMENT SALARIES IN HAWAII**

by

Daniel W. Tuttle, Jr.

Research Assistant

**REPORT NO. 3, 1952**

-- Request No. 2128 --

Legislative Reference Bureau

University of Hawaii

Norman Meller, Director

*House Resolution No. 109 of 1951 directed the Legislative Reference Bureau to report to the Twenty-seventh Legislature on public salaries. The Twenty-sixth Legislature also established the Salary Standardization Board which in carrying out its duties is currently examining several study areas suggested by HR 109. The Salary Standardization Board will compare salaries paid to territorial and county civil servants with those of private and public employees in Hawaii who perform similar duties. This Legislative Reference Bureau report, therefore, will in fact supplement studies of the Board on salaries in the Territory.*

## TABLE OF CONTENTS

	Page
Territorial Administrators .....	2
Supreme Court Justices .....	4
City and County Administrators .....	5
County Administrators .....	7
Teachers .....	10
University Faculty .....	14
Civil Service Employees .....	18
Vacation, Sick Leave, and Holiday Leave Benefits .....	20
Appendix of Supporting Data, Tables 1-22 .....	23

### LIST OF CHARTS

Chart 1	Average Salaries of Top-Level "State" Administrators in Hawaii and on Mainland--1951 .....	2
Chart 2	Annual Salaries of 15 Top-Level "State" Administrators in Hawaii and on Mainland--1951 .....	3
Chart 3	Salaries of Supreme Court Justices in Hawaii and on Mainland--1951 .....	4
Chart 4	Average Salaries of Top-Level City Administrators in Honolulu and on Mainland--1952 .....	5
Chart 5	Annual Salaries of 11 Top-Level City Administrators in Honolulu and on Mainland--1952 .....	6
Chart 6	Annual Salaries of Top-Level County Administrators in Hawaii and in Certain Mainland Counties with Comparable Population--1951 .....	7
Chart 7	Average Salaries of Top-Level County Administrators in Hawaii and Comparable City Officers on the Mainland--1952.	8
Chart 8	Annual Salaries of Top-Level County Administrators in Hawaii and Comparable City Officers on Mainland--1952....	9
Chart 9	Average Salaries of Public School Teachers in Hawaii and Mainland--1950-51 .....	10
Chart 10	Average Salaries of Public School Teachers in Hawaii and in Mainland Cities with Comparable Populations--1950-51....	12
Chart 11	Salaries of Public School Teachers and Principals in Honolulu and in Mainland Cities with Populations 100,000 to 500,000--1951 .....	13

	Page
Chart 12 Annual Salaries of Public School Teachers in Hilo and in Mainland Cities with Populations 10,000 to 30,000--1951.	14
Chart 13 Average Salaries of Full-Time University Faculty in Hawaii and in 59 State Universities Throughout the Mainland--1952	15
Chart 14 Annual Salaries of Full-Time University Faculty in Hawaii and in Mainland State Universities. By Rank--1952 .....	16
Chart 15 Annual Salaries of University Presidents in Hawaii and on Mainland--1952 .....	17
Chart 16(a) Average Civil Service Salary Rates for 32 Low-Salaried Benchmark Classes Common to Hawaii, 15 States, and the Federal System--1951 .....	18
Chart 16(b) Average Civil Service Salary Rates for 12 Middle-Salaried Benchmark Classes Common to Hawaii, 15 States, and the Federal System--1951 .....	19
Chart 16(c) Average Civil Service Salary Rates for 6 High-Salaried Benchmark Classes Common to Hawaii, 15 States, and the Federal System--1951 .....	20
Chart 17 Fringe Benefits in Hawaii, the Mainland States, the Federal Government, and 27 Large Cities--1952 .....	21

## GOVERNMENT SALARIES IN HAWAII

This report has been prepared to answer one question: "Are the salaries paid to territorial and local officers and employees higher or lower than those paid on the mainland?" Our research shows that *in general, public salaries in the Islands appear to be higher.* This is accentuated by the fact that three common "fringe benefits" provided here (annual, sick, and holiday leave) surpass mainland averages. *Considered in more detail, some territorial and county salaries are very much higher while others drop below the average for similar positions on the mainland.*

It is a widely accepted belief that living costs in Hawaii are above the average on the mainland. The federal government shares this belief and pays a 20 per cent salary differential for employment in the Territory. However, no one is certain by how much living costs are greater here than on the mainland. In the absence of more reliable information, the current federal differential has been taken as correct, and throughout this report is shown as an addition to the mainland averages for various positions. *Some public salaries in Hawaii are much higher than the mainland averages even after the 20 per cent differential has been added.\**

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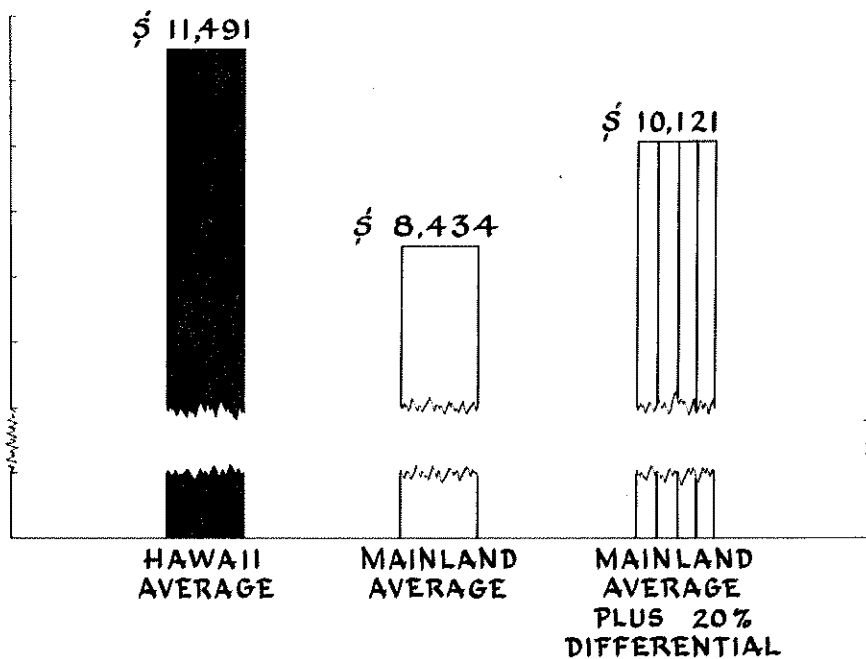
\*In as many situations as possible, this report compares actual annual salaries paid, rather than annual salary ranges. In one exception--territorial civil service salaries--the mid-point on a range had to be used. The most recent reliable data has been utilized, usually for the year 1951. For some offices, nation-wide data could not be obtained, and in these situations piecemeal information has been compiled so as not to leave a gap. Admittedly, generalizations drawn in these situations are, at best, only approximations. *Comprehensive tables in the back of this report give the statistical bases for all statements and charts.*

**TOP-LEVEL TERRITORIAL ADMINISTRATORS' SALARIES  
MUCH HIGHER THAN MAINLAND**

The average salary of 15 top-level territorial administrators in Hawaii in 1951 exceeded by \$3,000 the average salary paid to similar state officials. Even with a 20 per cent differential for higher cost of living, Hawaii's salary payments to these officials remained more than \$1,300 above the mainland average.

Chart 1  
**AVERAGE SALARIES OF TOP-LEVEL "STATE"  
ADMINISTRATORS IN HAWAII AND ON MAINLAND - 1951**

Average of 15 Positions

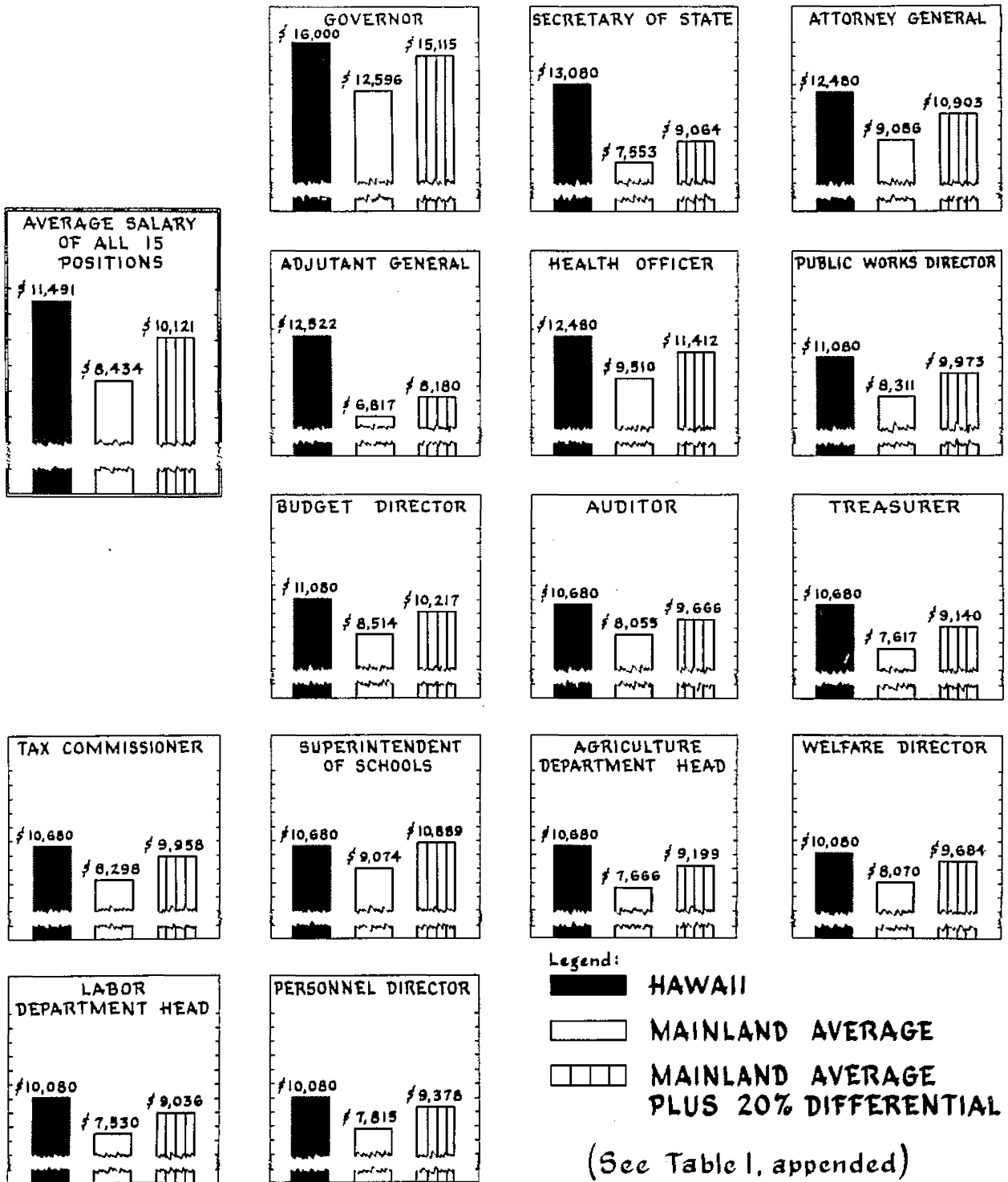


(See Table 1, appended)

Compared individually, the salary of each of these 15 administrators in Hawaii is above the corresponding state average. Only the salary of Hawaii's superintendent of public instruction is lower than the mainland average after the differential is added. His salary would need to be increased by about \$200 to equal the mainland average plus the differential.

Chart 2

# AVERAGE SALARIES OF 15 TOP-LEVEL "STATE" ADMINISTRATORS IN HAWAII AND ON MAINLAND ~ 1951



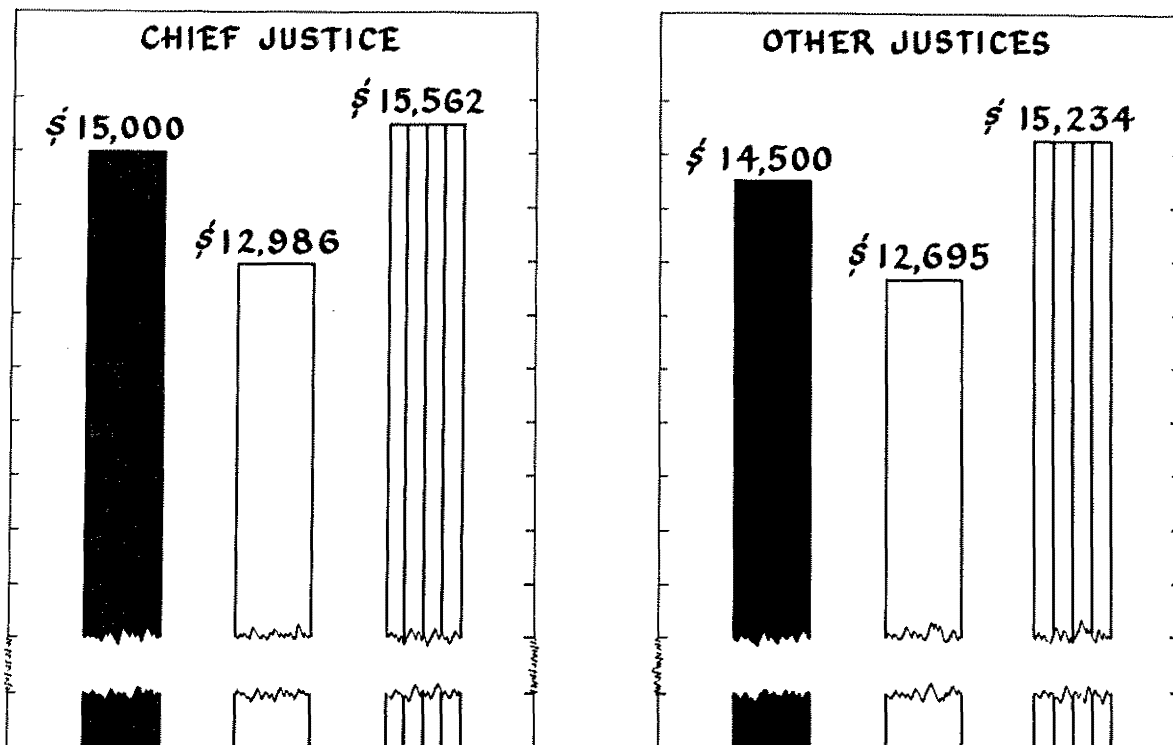
**SUPREME COURT JUSTICES HIGHER  
UNTIL COST OF LIVING DIFFERENTIAL ADDED**

The salaries of Hawaii's supreme court justices, excluding the chief justice's extra salary, exceeded the average salaries of comparable state justices by \$1,800 in 1951. Salaries of these Hawaii officials would need to be increased by approximately \$700 to equal the mainland average with the 20 per cent differential.

The chief justice in the Territory received approximately \$2,000 over the average presiding justice's salary on the mainland. With the differential added, this becomes almost \$600 below the mainland average.

Chart 3

**SALARIES OF SUPREME COURT JUSTICES IN  
HAWAII AND ON MAINLAND - 1951**



Legend:  HAWAII  
 MAINLAND AVERAGE  
 MAINLAND AVERAGE PLUS 20% DIFFERENTIAL

(See Table 2, appended)

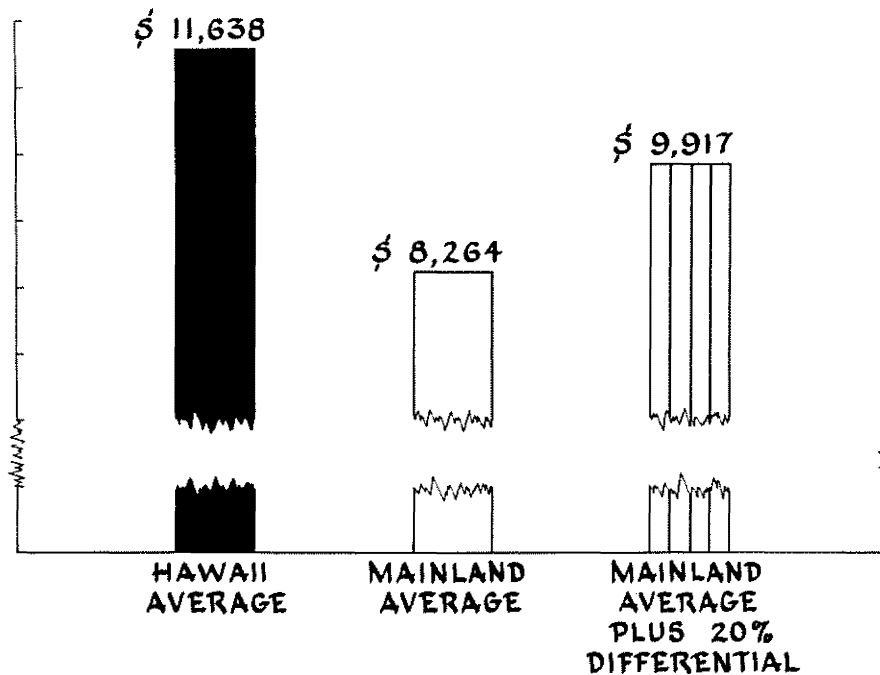
**TOP-LEVEL CITY AND COUNTY ADMINISTRATORS' SALARIES  
MUCH HIGHER THAN MAINLAND**

The average salary of 11 top-level administrators in the City and County of Honolulu as of January 1, 1952, exceeded by almost \$3,400 that of similar officers in various United States cities with populations ranging from 250,000 to 500,000. The Honolulu average remains over \$1,700 above the mainland after the 20 per cent cost-of-living differential is added.

Chart 4

**AVERAGE SALARIES OF TOP-LEVEL CITY  
ADMINISTRATORS IN HONOLULU AND ON MAINLAND - 1952**

- 11 Positions -

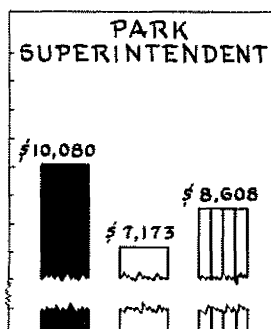
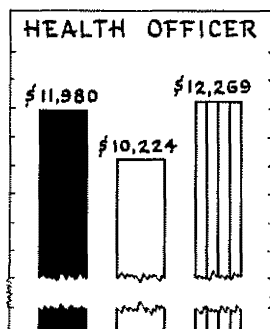
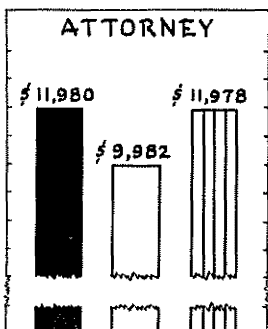
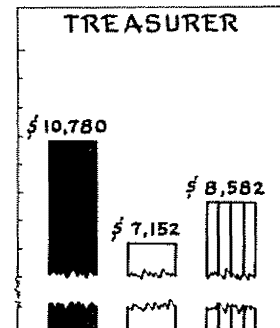
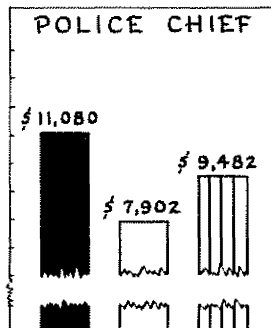
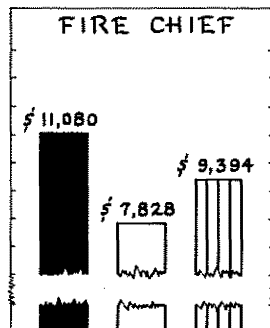
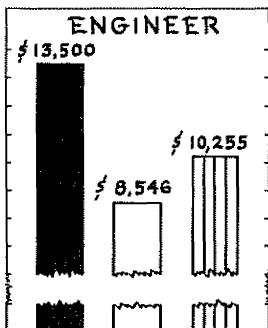
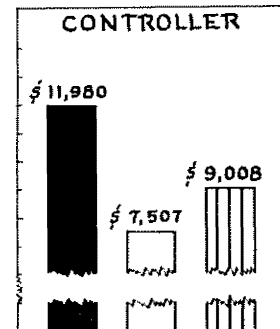
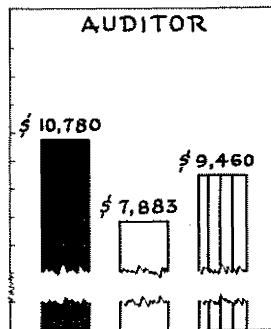
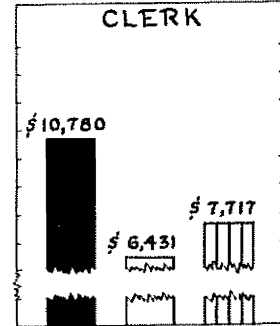
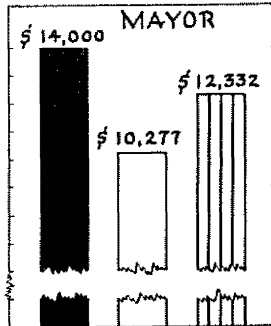
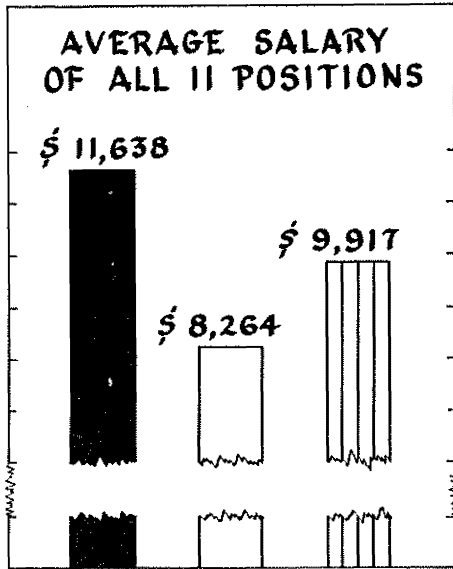


(See Table 3, appended)

Each of the 11 Honolulu officials surveyed received a larger salary than did his counterpart in the mainland cities. The City and County attorney's salary was the same as city attorneys' on the mainland with the cost-of-living differential included. Only the health officer's salary would need to be increased (by \$300) in order to equal the mainland average with differential.

Chart 5

# ANNUAL SALARIES OF 11 TOP-LEVEL CITY ADMINISTRATORS IN HONOLULU AND ON MAINLAND - 1952



Legend:  
 HONOLULU  
 MAINLAND AVERAGE  
 MAINLAND AVERAGE PLUS 20% DIFFERENTIAL

(See Table 3, appended)

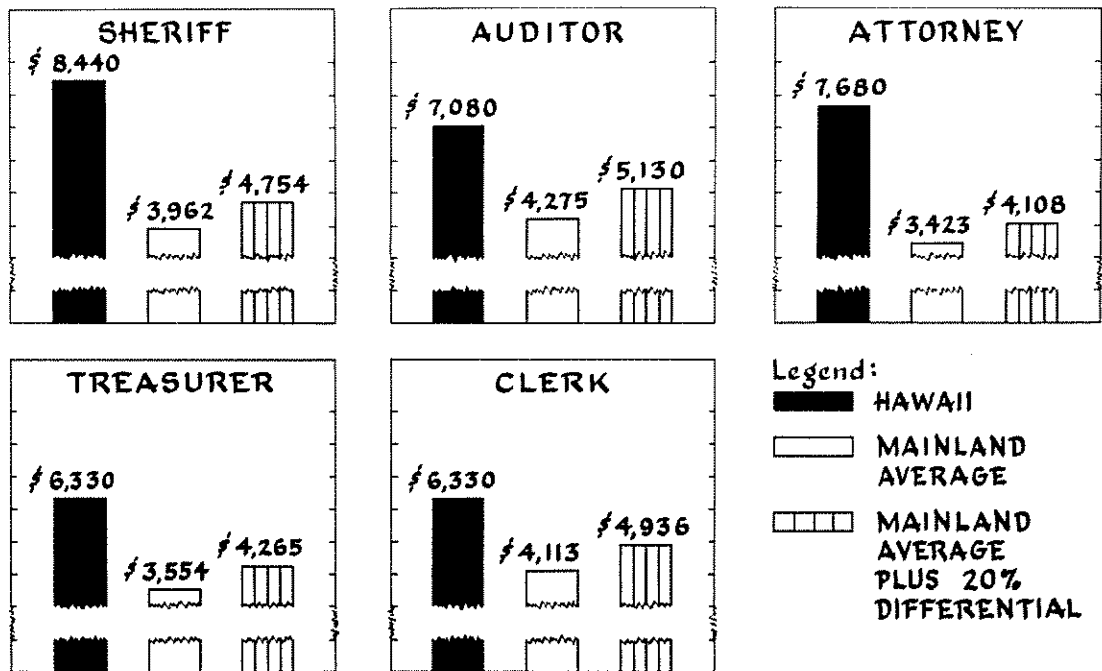
**TOP-LEVEL COUNTY ADMINISTRATORS' SALARIES  
APPARENTLY HIGHER THAN MAINLAND**

Comprehensive information for salaries of mainland county officers is not available. However, comparisons can be made with certain mainland counties having populations approximately the same as the three counties of the Territory.

Average county officers' salaries in the Territory in 1951 appear to be high compared with average salaries of individual officers in mainland counties with populations ranging from 25,000 to 75,000. Unfortunately, mainland data is available for only six to ten states and comparability of duties is somewhat questionable.

Chart 6

**ANNUAL SALARIES OF TOP-LEVEL COUNTY  
ADMINISTRATORS IN HAWAII AND IN  
CERTAIN MAINLAND COUNTIES WITH  
COMPARABLE POPULATIONS — 1951**

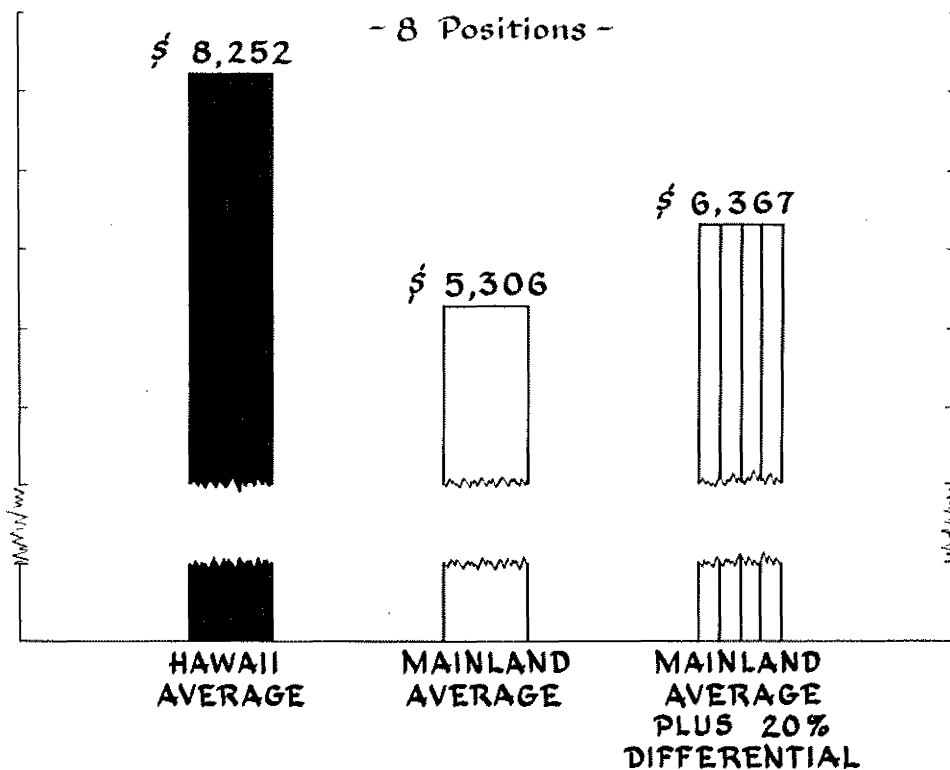


(See Table 4, appended)

Salaries of county officers in Hawaii may also be compared with those of mainland municipalities with similar sized populations. This comparison appears to be more logical, since counties in this territory perform many municipal-type functions and the duties of Hawaii, Maui, and Kauai county officers approximate those typically assigned to municipal administrators on the mainland.

The same finding of high county salaries in the Territory is reached when they are compared with salaries of city officers. As of January 1, 1952, territorial county officer salaries were over \$2,900 above the mainland city average. These mainland officers served municipalities with populations ranging from 25,000 to 100,000. With the 20 per cent differential added, county salaries in the Territory remained higher by \$1,900.

Chart 7  
**AVERAGE SALARIES OF TOP-LEVEL COUNTY ADMINISTRATORS IN HAWAII AND COMPARABLE CITY OFFICERS ON THE MAINLAND - 1952**

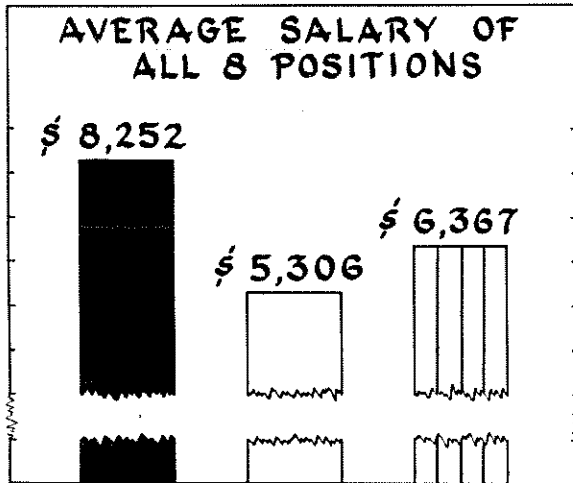


(See Table 5, appended)

With only one exception, salaries of the several county officers in the Territory exceeded the 1952 mainland city averages, including the differential, in each of eight top-level administrative positions. The fire chief's salary was higher than the mainland average, but was slightly under with the cost-of-living differential added.

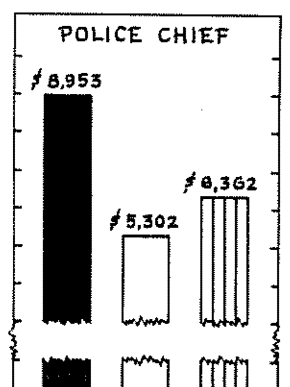
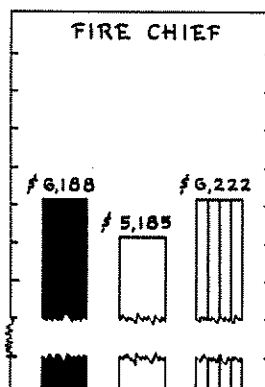
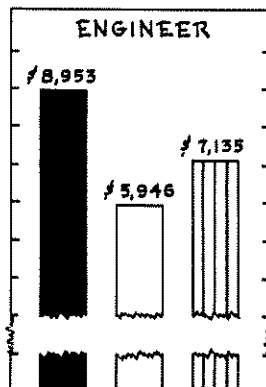
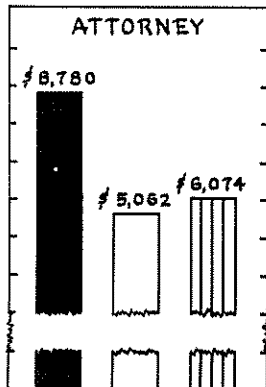
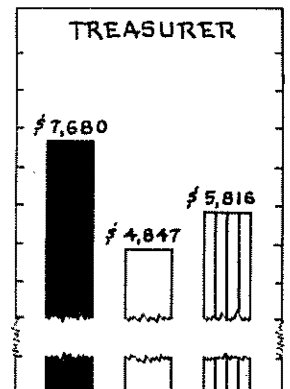
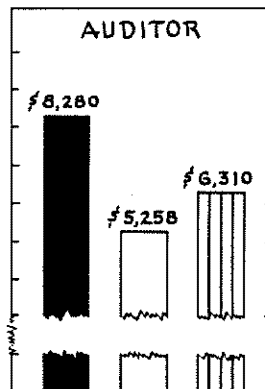
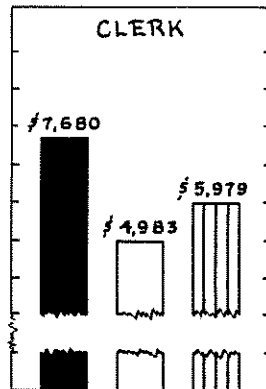
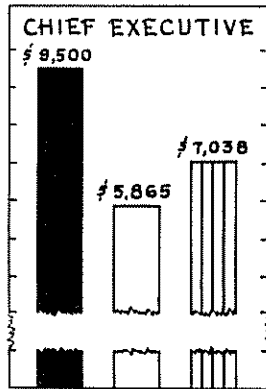
Chart 8

# ANNUAL SALARIES OF TOP-LEVEL COUNTY ADMINISTRATORS IN HAWAII AND COMPARABLE CITY OFFICERS ON MAINLAND~1952



Legend:

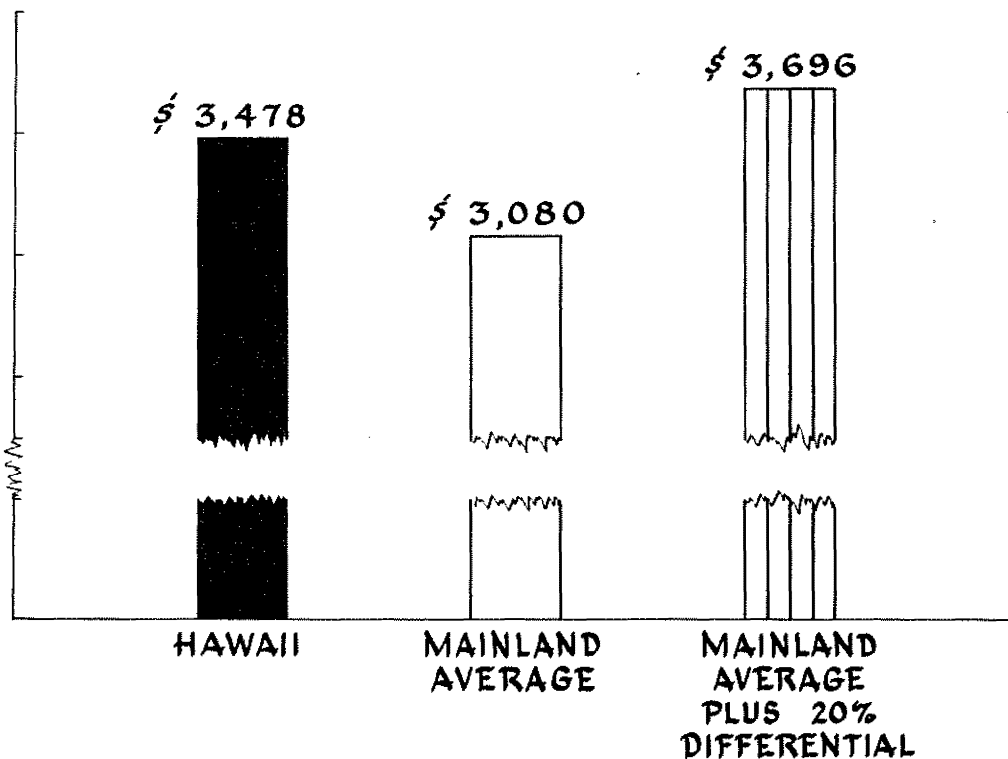
- HAWAII AVERAGE
- MAINLAND AVERAGE
- MAINLAND AVERAGE PLUS 20% DIFFERENTIAL



**TERRITORIAL TEACHERS' SALARIES COMPARE  
UNFAVORABLY WITH MAINLAND CITY SCHOOL SYSTEMS**

The average salary of the instructional personnel of all mainland public schools in 1950-51 was estimated at \$3,080 for the regular school year. Public school teachers in the Territory received about

Chart 9  
**AVERAGE SALARIES OF PUBLIC  
SCHOOL TEACHERS IN HAWAII  
AND MAINLAND ~ 1950-51**



(See Table 8, appended)

\$400 more. However, with the 20 per cent cost-of-living differential added, salaries of Hawaii's teachers were approximately \$200 below the mainland average for all instructional personnel.

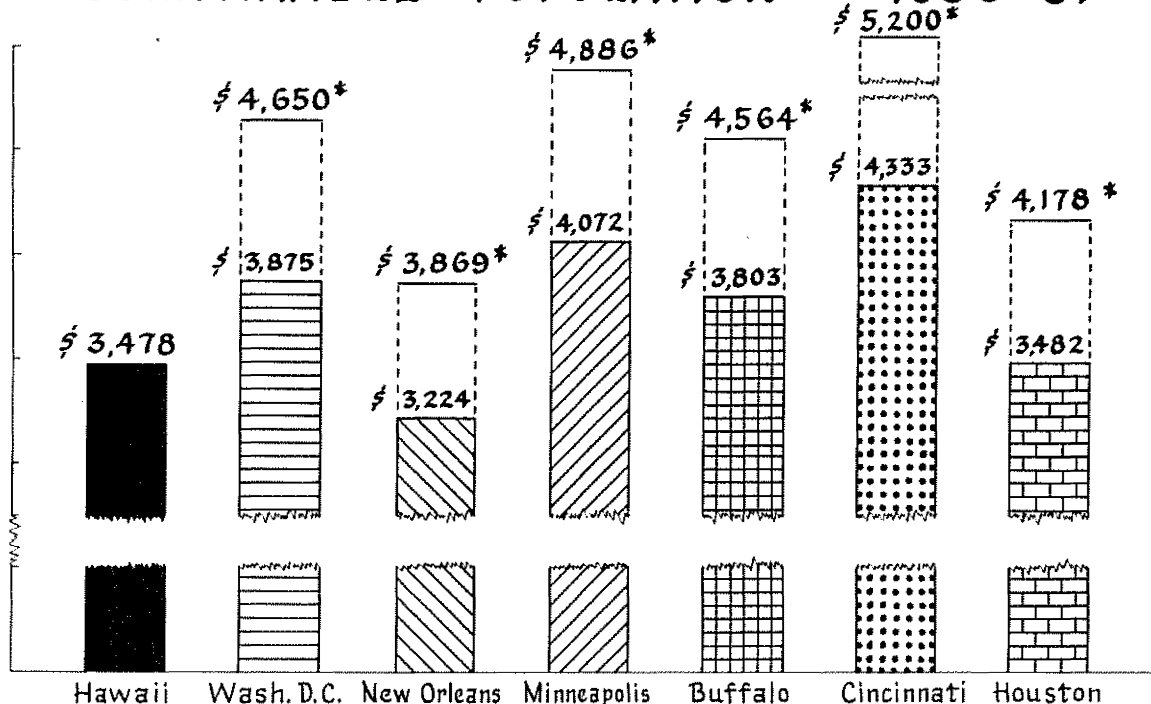
Apparently there is a wide gap between the low salaries received by rural teachers on the mainland and urban salary levels. Unlike the states, the Territory has a centralized system with a *uniform* salary schedule. As a result, comparisons between Hawaii's school system and the systems of mainland cities having a similar population are usually considered to be more meaningful than comparisons with composite state averages. This factor is taken into consideration here.

The average salary paid to public school teachers in Hawaii in 1950-51 approximated \$3,480. This was about \$50 to \$100 under the average paid to teachers in the 90 mainland cities with populations between 100,000 and 500,000. It was \$350 below the average paid to teachers in all U. S. cities with populations over 200,000. Adding the cost-of-living differential made the discrepancy in salaries between the Territory and the large city school systems proportionately greater.

A comparison of Hawaii teachers' salaries with the average salaries in cities having populations similar to that of the Territory (about 500,000) is interesting. The Minneapolis average is about \$600 above Hawaii's average; Buffalo is \$300 above Hawaii; Cincinnati is \$850 above. Houston's salaries are equal to those in Hawaii, while New Orleans' are \$250 below. When the 20 per cent differential is added, salary payments in each of these five cities exceed the Hawaii average. Washington, D. C., with a population of 800,000, has an average \$300 above that of Hawaii.

Chart 10

**AVERAGE SALARIES OF PUBLIC SCHOOL TEACHERS  
IN HAWAII AND IN MAINLAND CITIES WITH  
COMPARABLE POPULATION ~ 1950-51**



\* With 20% differential (See Table 9, appended)

Teachers employed in Honolulu receive higher salaries than the average for the whole Territory. For 1950-51 the average teacher's salary in the city of Honolulu (\$3,638) exceeded by about \$160 the Territory-wide average. Thus, teachers' salaries in Honolulu were about \$60 greater than the median salaries paid in the 90 mainland cities in the 100,000 to 500,000 group. With the cost-of-living differential, Honolulu's salaries were \$650 below the mainland median for these cities.

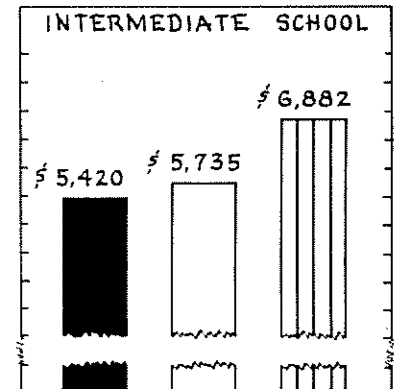
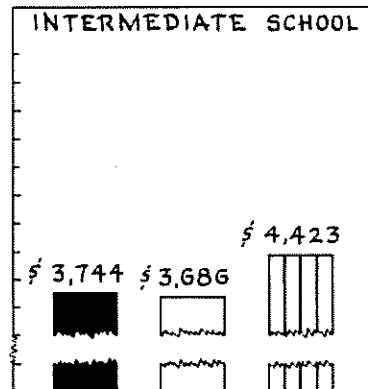
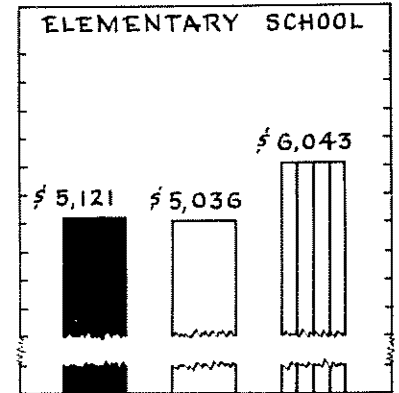
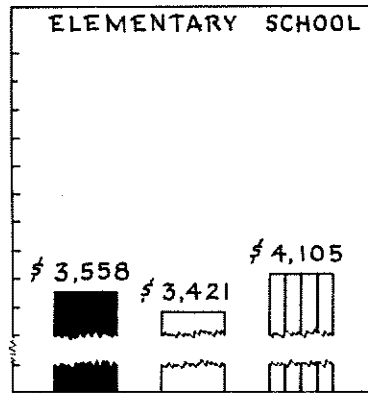
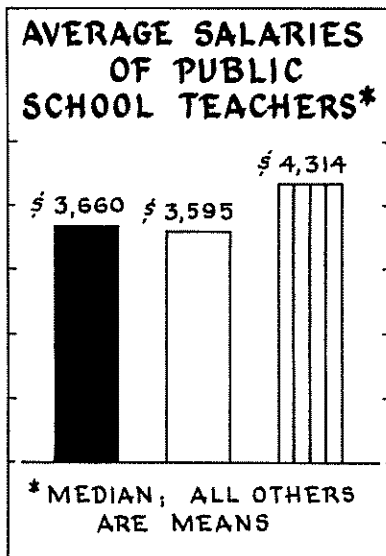
The city of Honolulu's elementary and intermediate teachers and elementary principals received more than the average salaries for these three groups in the 90 cities on the mainland. Salary payments to Honolulu's intermediate school principals and high school teachers and principals were lower than the average in these cities. With the 20 per cent differential added, in all cases Honolulu salaries were below mainland averages.

Chart II

# SALARIES OF PUBLIC SCHOOL TEACHERS AND PRINCIPALS IN HONOLULU AND IN MAINLAND CITIES WITH POPULATIONS 100,000 TO 500,000 - 1951

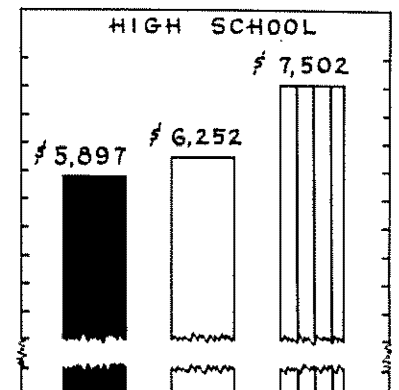
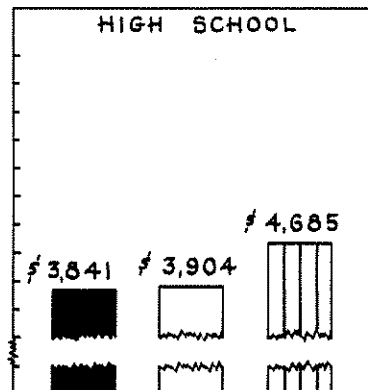
## TEACHERS

## PRINCIPALS



Legend:

- HONOLULU AVERAGE
- MAINLAND AVERAGE
- MAINLAND AVERAGE PLUS 20% DIFFERENTIAL

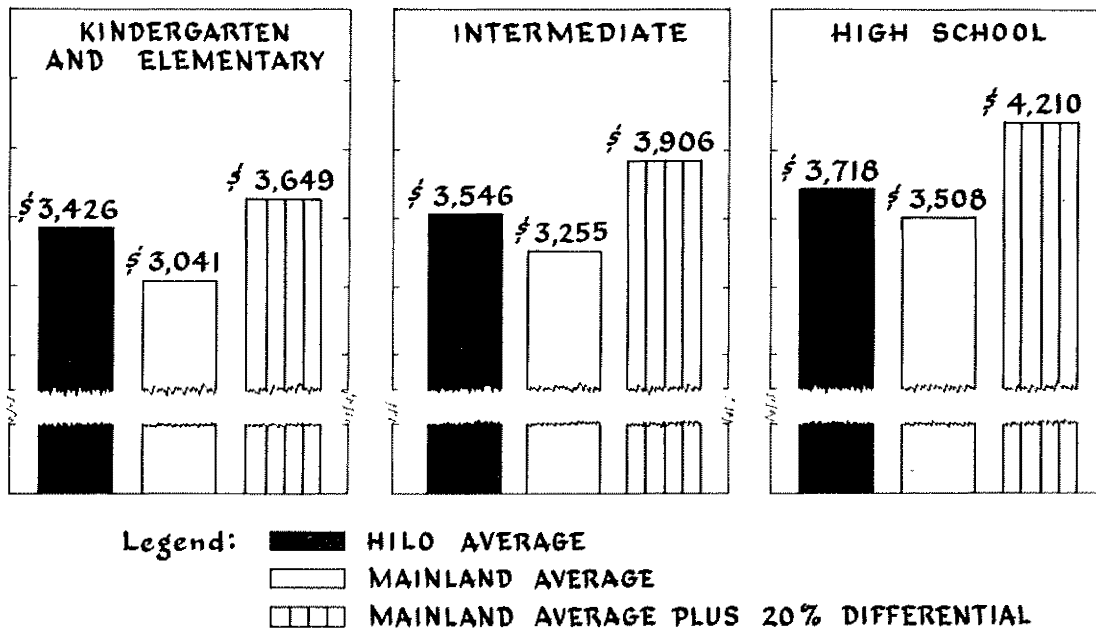


(See Table 10, appended)

Teachers' salaries in Hilo in 1950-51 exceeded from \$200 to \$400 the average prevailing in cities with populations in a 10,000 to 30,000 range. When the 20 per cent differential is added, Hilo's salaries were below these mainland city averages from about \$200 to \$500.

Chart 12

## ANNUAL SALARIES OF PUBLIC SCHOOL TEACHERS IN HILO AND IN MAINLAND CITIES WITH POPULATIONS 10,000 TO 30,000 ~ 1951



(See Table II, appended)

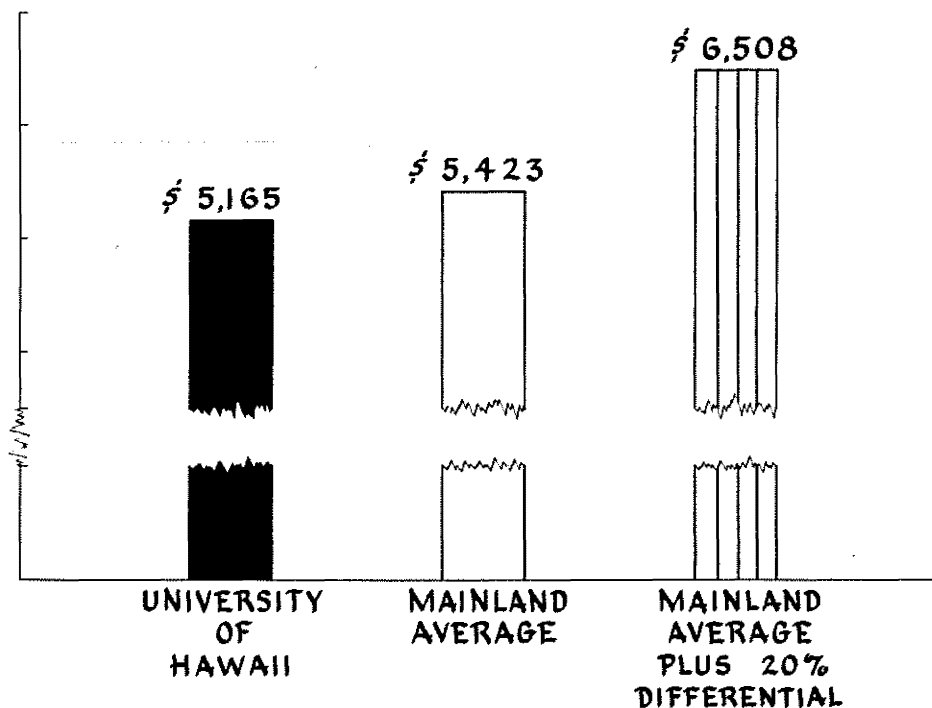
### UNIVERSITY OF HAWAII FACULTY SALARIES LOWER THAN MAINLAND

A comprehensive questionnaire was mailed to every state-supported college and university on the mainland, excluding schools specifically devoted to teacher training and the education of negroes. On the basis of replies from 83 per cent,\* Hawaii's full-time university faculty is paid \$250 less than the average on the mainland. When the differential is considered, Hawaii's average is \$1,300 below the mainland.

\*An additional 16 per cent of these institutions submitted information in form which did not permit its use.

Chart 13.

## AVERAGE SALARIES OF FULL-TIME UNIVERSITY FACULTY IN HAWAII AND IN 59 STATE-SUPPORTED UNIVERSITIES THROUGHOUT THE MAINLAND-1952



\*Representing 83% of all State-Supported Universities  
(See Table 12, appended)

As is also true in the case of public school teachers, the service of part of the University faculty approximately coincides with the period of regular instruction, and so excludes the period of summer vacation. The average salary of this University group serving on a 9 month basis is about \$50 above the mainland average. The 11 month faculty in Hawaii is \$850 below the comparable mainland group. When the differential is added, salaries of University faculty on a 9 month basis are more than \$950 below and 11 month faculty are \$2,050 below the mainland. It is possible that the differences with respect to the 11 month faculty are somewhat exaggerated as faculties of mainland professional schools (with salaries usually larger than those of other teachers) are usually employed on this basis. The University of Hawaii lacks a number of these professional schools.

# Chart 14

## ANNUAL SALARIES OF FULL-TIME UNIVERSITY FACULTY IN HAWAII AND IN MAINLAND STATE UNIVERSITIES, BY RANK - 1952

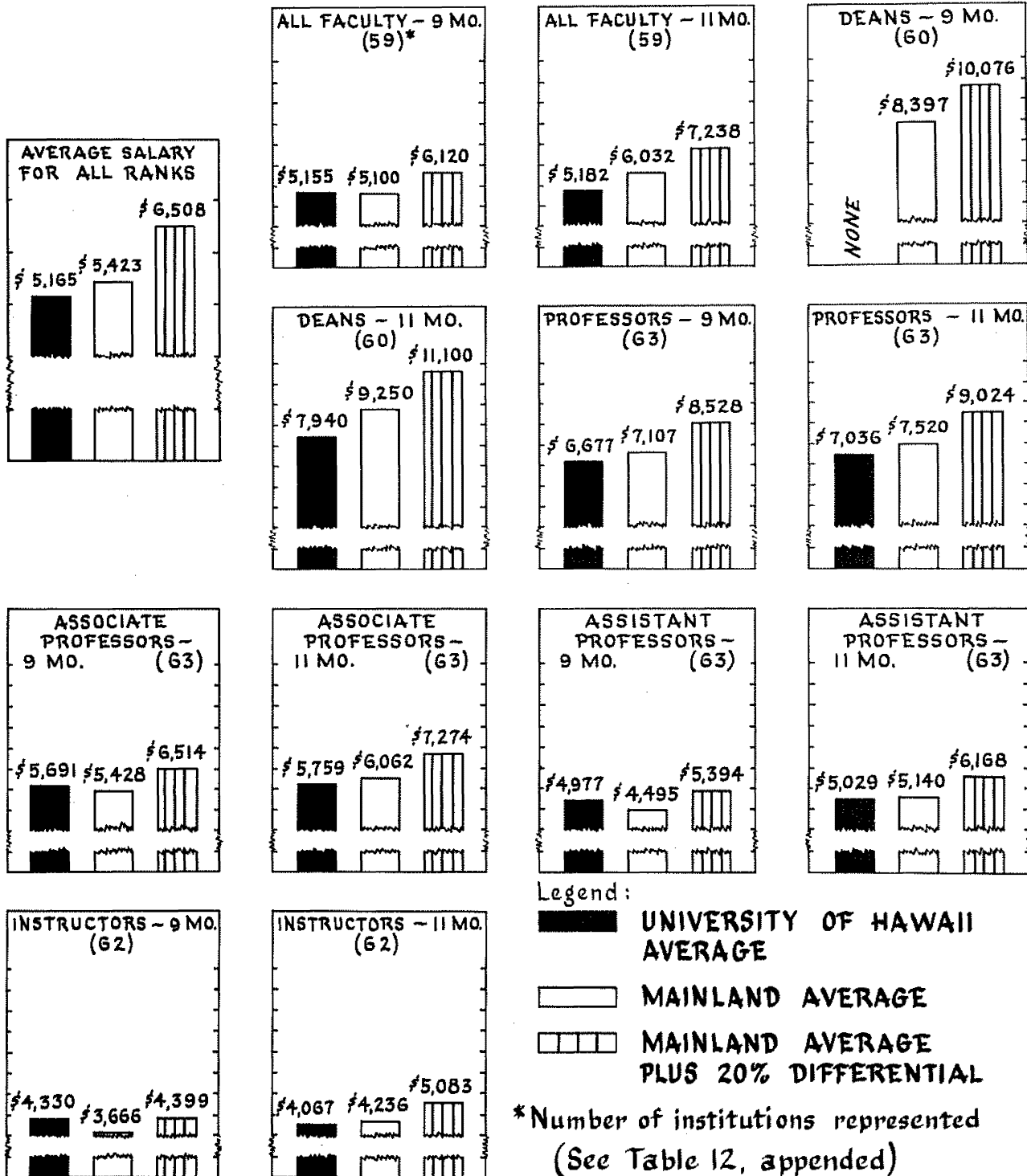
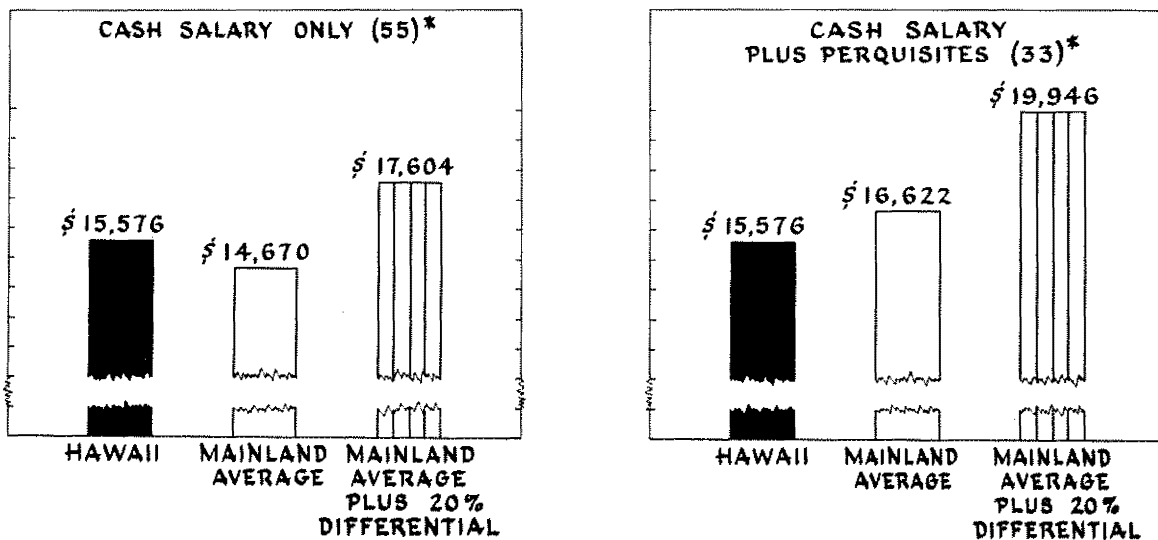


Chart 14 also shows that the average salary of Hawaii's deans, all on an 11 month basis, are \$1,300 below the mainland, or \$3,150 below with the differential added. Hawaii's professors on a 9-month basis are \$430 below the mainland; \$1,850 below with the differential. Those on an 11 month basis are almost \$500 below; \$2,000 below with the 20 per cent differential.

The 9 month Hawaii faculty beneath the rank of professor are from \$260 to \$660 above the mainland average, but from \$70 to \$820 below the mainland with cost-of-living differential added. All 11-month Hawaii faculty beneath the professorial rank are from \$110 to \$300 below the mainland and from \$1,010 to \$1,510 below when the differential is considered.

Chart 15  
**ANNUAL SALARIES OF UNIVERSITY PRESIDENTS  
 IN HAWAII AND ON MAINLAND-1952**



\* Number of institutions represented  
 (See Table 15, appended)

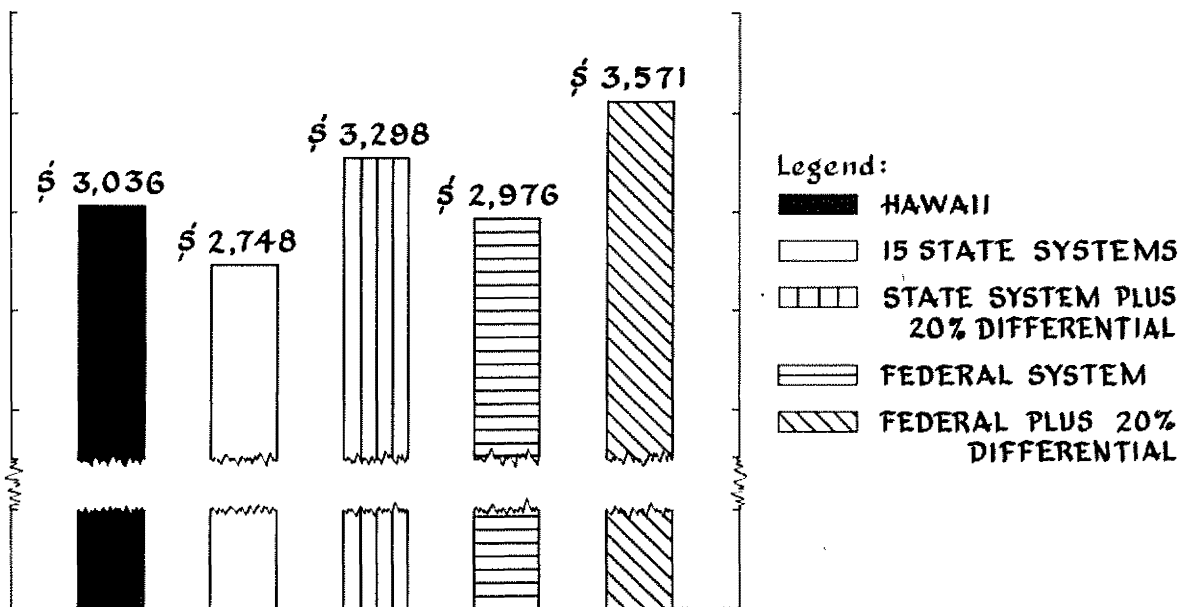
The average salary of mainland university presidents is \$14,670 and with the cost-of-living differential would be \$17,600. The salary of the president of the University of Hawaii is \$15,576. However, 73 per cent of the mainland schools returning questionnaires provided their presidents with a variety of perquisites, and in a majority of cases have assigned them a cash value. Where cash values have been fixed, the average mainland salary plus perquisites is \$16,622, or \$1,050 above that of the University of Hawaii's president.

**TERRITORIAL CIVIL SERVICE SALARIES APPARENTLY HIGHER  
UNTIL COST-OF-LIVING DIFFERENTIAL ADDED**

Fifty of Hawaii's territorial civil service classes are roughly comparable with classes (mostly entry level of a series or a single class) found in a list of 70 that are common to most jurisdictions. This permits a comparison of the average median pay rates for these

Chart 16(a)

**AVERAGE CIVIL SERVICE SALARY RATES FOR 32  
LOW-SALARIED BENCHMARK CLASSES COMMON TO  
HAWAII, 15 STATES, AND THE FEDERAL SYSTEM-1951**

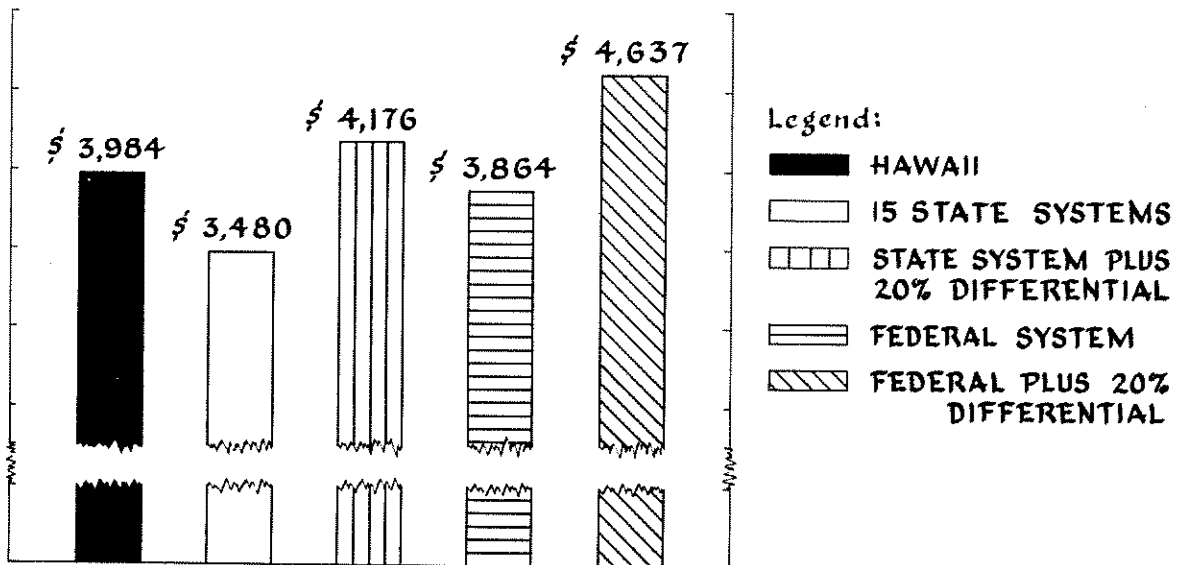


(See Table 16, appended)

classes in 15 states, the federal government, and Hawaii's territorial civil service systems as of July 1, 1951. On the basis of this comparison, territorial civil service pay rates appear higher, on the average, than on the mainland. There is not sufficient data to make any generalization with regard to the level of county civil service salaries.

The average salary rates for 32 "low-salaried" classes in Hawaii were about \$290 above the states' average and \$60 above the federal average. With the 20 per cent differential, Hawaii was about \$260 below the states and \$540 below the federal. More territorial employees are grouped into the "low-salaried" classes typified by these 32 classes than in the higher grades.

Chart 16 (b)  
**AVERAGE CIVIL SERVICE SALARY RATES FOR 12 MIDDLE-SALARIED BENCHMARK CLASSES COMMON TO HAWAII, 15 STATES, AND THE FEDERAL SYSTEM - 1951**

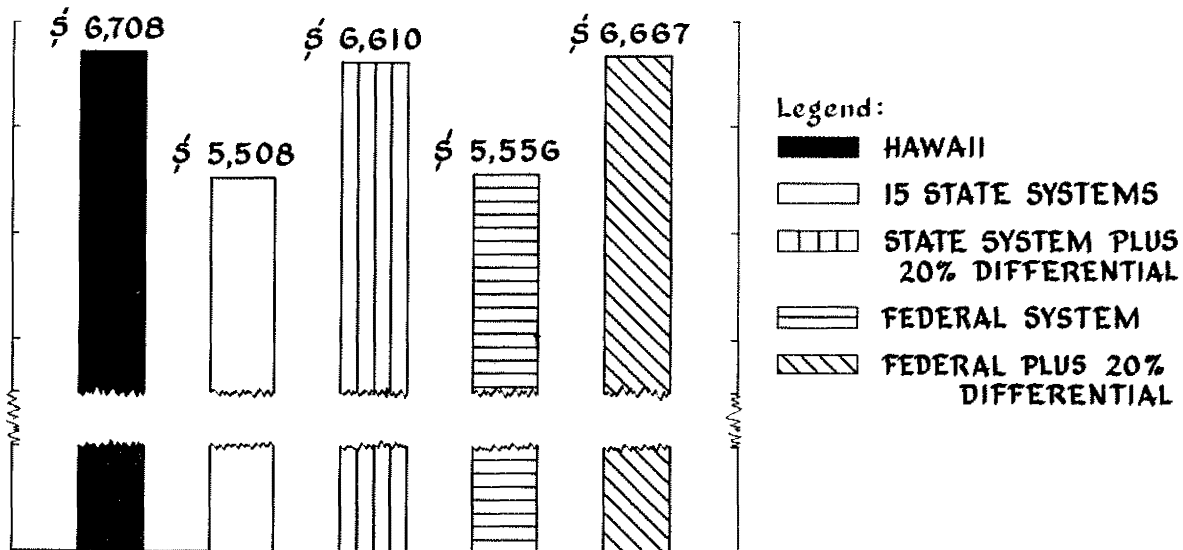


(See Table 16, appended)

The average of salary rates for 12 "middle-salaried" classes in Hawaii were approximately \$500 above the states' average and \$120 above the average level of the federal civil service. However, the territorial average was \$190 below the states and more than \$650 below the federal, with the 20 per cent differential added.

Chart 16 (c)

**AVERAGE CIVIL SERVICE SALARY RATES FOR 6 HIGH-SALARIED BENCHMARK CLASSES COMMON TO HAWAII, 15 STATES, AND THE FEDERAL SYSTEM—1951**



(See Table 16, appended)

The average salary rate for 6 "high-salaried" classes in Hawaii was \$1,200 above the states and \$1,150 above the average of the federal pay scale (Chart 16-c). With the differential included, Hawaii was still almost \$100 above the states' average and \$40 above the federal government's.

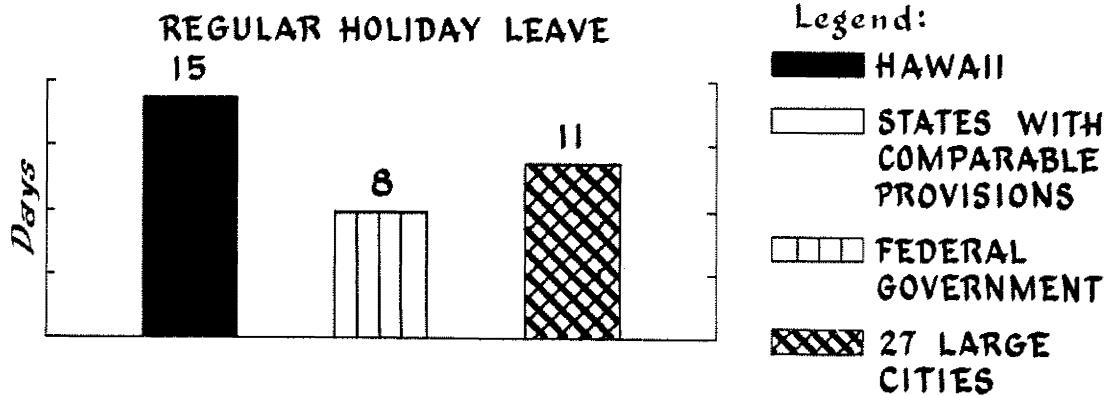
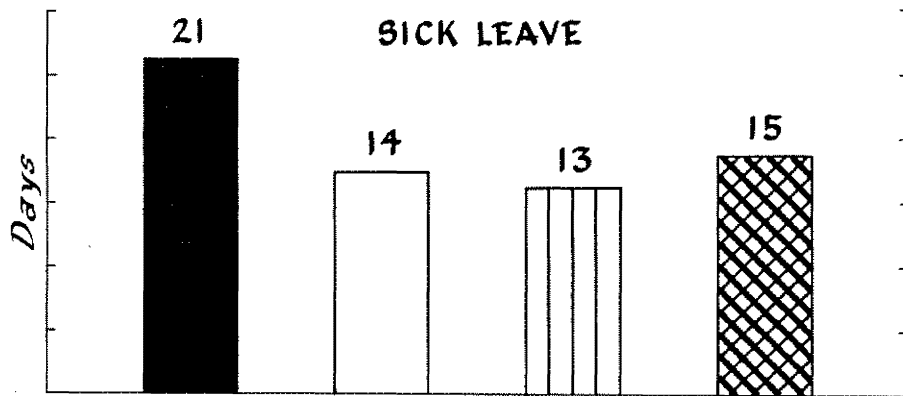
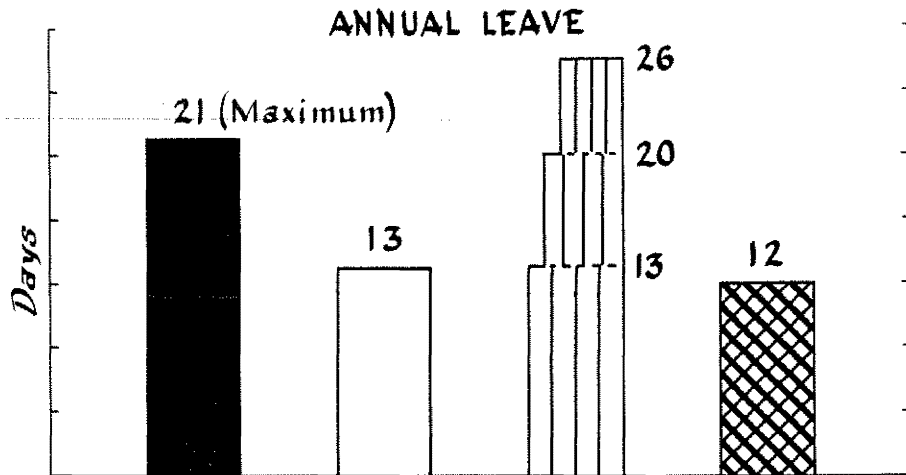
All these comparisons, it should be noted, are as of 1951, before any changes were instituted by the Territorial Salary Classification Board, which was preparing new compensation schedules for the Hawaii Civil Service as this report was being printed.

**GREATER VACATION, SICK LEAVE, AND HOLIDAY LEAVE BENEFITS IN HAWAII**

When comparing salaries, a number of non-monetary matters must be taken into consideration. These are known as "fringe benefits". In a few cases, direct comparisons of these benefits are possible.

Chart 17

# FRINGE BENEFITS IN HAWAII, THE MAINLAND STATES, THE FEDERAL GOVERNMENT, AND 27 LARGE CITIES - 1952



(See Tables 18-22. appended)

In Chart 17, annual leave, sick leave, and regular holiday leave provisions in the territory are contrasted with provisions in 27 large cities with a population exceeding 300,000, in state civil service systems, and in the civil service of the federal government. Each of these fringe benefits in Hawaii exceeds the mainland average. In the case of vacations, however, the Territory's annual maximum of 21 days is less than the federal allowance of 26 days for persons of more than 14 years' service. In fact, the 20 day federal vacation allowance for employees with 3 to 14 years of service may exceed the territorial vacation due to the method of computing the latter on working days in each month.

**APPENDIX OF SUPPORTING DATA**

**TABLES 1-22**

*(Data used in preceding charts are  
underlined in the tables which follow)*

Table 1

**AVERAGE ANNUAL SALARIES OF 15 TOP-LEVEL TERRITORIAL  
ADMINISTRATORS IN HAWAII AND OF COMPARABLE OFFICIALS IN  
THE 48 STATES, ALASKA, AND PUERTO RICO--AS OF JULY 1, 1951**

Title of Official	Territory of Hawaii -	Mainland			Number of Jurisdictions
	Annual Salary	Mean Annual Salary	Mean plus 20 per cent differential	Median Annual Salary	
Governor	<u>\$16,000</u>	<u>\$12,596</u>	<u>\$15,115</u>	\$12,000	50
Secretary of State	<u>13,080<sup>a</sup></u>	<u>7,553</u>	<u>9,064</u>	7,500	49
Adjutant General	<u>12,522</u>	<u>6,817</u>	<u>8,180</u>	6,600	47
Attorney General	<u>12,480</u>	<u>9,086</u>	<u>10,903</u>	8,450	50
Health Officer	<u>12,480</u>	<u>9,510</u>	<u>11,412</u>	9,890	50
Budget Director	<u>11,080</u>	<u>8,514</u>	<u>10,217</u>	7,960	42
Public Works Director	<u>11,080</u>	<u>8,311</u>	<u>9,973</u>	7,350	28
Auditor	<u>10,680</u>	<u>8,055</u>	<u>9,666</u>	7,500	48
Superintendent of Schools	<u>10,680</u>	<u>9,074</u>	<u>10,889</u>	7,650	50
Tax Commissioner	<u>10,680</u>	<u>8,298</u>	<u>9,958</u>	8,000	47
Treasurer	<u>10,680</u>	<u>7,617</u>	<u>9,140</u>	7,500	50
Agriculture Dept. Head	<u>10,680</u>	<u>7,666</u>	<u>9,199</u>	7,350	46
Labor Dept. Head	<u>10,080</u>	<u>7,530</u>	<u>9,036</u>	7,530	46
Personnel Director	<u>10,080</u>	<u>7,815</u>	<u>9,378</u>	7,500	24
Welfare Director	<u>10,080</u>	<u>8,070</u>	<u>9,684</u>	7,500	48
Mean	<u>11,491</u>	<u>8,434</u>	<u>10,121</u>	7,200	40

Source: Hawaii--basic data supplied by the Bureau of the Budget, Territory of Hawaii.  
Mainland--Adapted from The Book of the States, 1952-1953 (Chicago: The Council of State Governments, 1952), pp. 170-71.

a Secretary of Hawaii.

Table 2

**AVERAGE ANNUAL SALARIES OF SUPREME COURT JUSTICES IN  
HAWAII AND IN THE 48 STATES--AS OF JULY 1, 1951**

Title of Official	Territory of Hawaii - Annual Salary*	Mainland		
		Mean Annual Salary	Mean plus 20 percent differential	Median Annual Salary
Supreme Court Justice	<u>\$14,500</u>	<u>\$12,695</u>	<u>\$15,234</u>	\$12,000
Chief Justice, Supreme Ct.	<u>15,000</u>	<u>12,968</u>	<u>15,562</u>	12,000

\*Effective July 1, 1951.

Source: Hawaii--basic data supplied by the Bureau of the Budget, Territory of Hawaii.  
Mainland--Adapted from The Book of the States, 1952-1953 (Chicago: The Council  
of State Governments, 1952), p. 464.

Table 3

**AVERAGE ANNUAL SALARIES OF 11 TOP-LEVEL ADMINISTRATORS IN THE CITY  
AND COUNTY OF HONOLULU AND OF COMPARABLE OFFICIALS IN MAINLAND  
CITIES WITH A POPULATION OF 250,000 TO 500,000\* --AS OF JANUARY 1, 1952**

Title of Official	Honolulu -		Mainland				Number of Cities Reported
	Annual Salary	Mean - Annual Salary	Mean plus 20 percent Differential	Median - Annual Salary	Lowest Annual Salary Paid	Highest Annual Salary Paid	
Mayor	<u>\$14,000</u>	<u>\$10,277</u>	<u>\$12,332</u>	\$10,750	\$5,000	\$14,000	14 <sup>1</sup>
Engineer	<u>13,500</u>	<u>8,546</u>	<u>10,255</u>	8,110	6,540	10,908	18
Attorney	<u>11,980<sup>2</sup></u>	<u>9,982</u>	<u>11,978</u>	10,000	6,000	13,500	23
Controller	<u>11,980</u>	<u>7,507</u>	<u>9,008</u>	7,200	6,000	10,200	11
Health Officer	<u>11,980<sup>3</sup></u>	<u>10,224</u>	<u>12,269</u>	10,000	7,998	12,624	19
Fire Chief	<u>11,080</u>	<u>7,828</u>	<u>9,394</u>	7,800	5,520	10,000	23
Police Chief	<u>11,080</u>	<u>7,902</u>	<u>9,482</u>	7,899	5,760	10,000	22
Auditor	<u>10,780</u>	<u>7,883</u>	<u>9,460</u>	8,000	6,000	10,000	13
Clerk	<u>10,780</u>	<u>6,431</u>	<u>7,717</u>	6,500	4,560	9,400	17
Treasurer	<u>10,780</u>	<u>7,152</u>	<u>8,582</u>	6,700	5,568	10,000	13
Park Supt.	<u>10,080</u>	<u>7,173</u>	<u>8,608</u>	6,618	4,800	10,500	22
Mean	<u>11,638</u>	<u>8,264</u>	<u>9,917</u>	8,143	5,795	11,012	18
Median	11,080	7,883	9,460	7,899	5,760	10,000	18

Source: Honolulu--Based upon City and County of Honolulu Salary Ordinance, Ordinance No. 1258, 1951 and confirmed, as of January 1, 1952, by the Controller of the City and County of Honolulu.

Mainland--Adapted from The International City Managers' Association, The Municipal Yearbook 1952 (Chicago: 1952), pp. 118-9.

\*There were 23 cities with populations between 250,000 and 500,000, as of 1950.

- 1 All non-manager city mayors in this population group.
- 2 The incumbent is acting City and County attorney. He receives \$10,680.
- 3 Plus living quarters, light, and water.

Table 4

**AVERAGE ANNUAL SALARIES OF 5 TOP-LEVEL ADMINISTRATORS IN HAWAII'S COUNTIES  
AND OF COMPARABLE OFFICIALS IN SCATTERED MAINLAND COUNTIES  
WITH A POPULATION OF 25,000 TO 75,000--1951**

Title of Official	Mean - 3 Counties Territory of Hawaii	Mean of Means - Mainland Counties	Mean of Means plus 20 percent differential	California <sup>a</sup>	Colorado <sup>a</sup>	Connecticut <sup>b</sup>	Idaho <sup>b</sup>	Indiana <sup>a</sup>	Louisiana <sup>b</sup>	Maine <sup>b</sup>	Maryland <sup>a</sup>	Nebraska <sup>a</sup>	Nevada <sup>b</sup>	North Carolina <sup>a</sup>	Ohio <sup>b</sup>	Oregon <sup>b</sup>	South Carolina <sup>a</sup>	Washington <sup>b</sup>	West Virginia <sup>a</sup>	Wyoming <sup>a</sup>	No. of States Reported	No. of counties Reported
Sheriff <sup>x</sup>	\$8440	\$3962	\$4754	\$ -	\$4080	\$3767	\$ -	\$ -	\$5950	\$2760	\$ -	\$2657	\$6000	\$ -	\$3159	\$4377	\$ -	\$3867	\$ -	\$3000	10	125
Attorney	7600	3423	4108	5387	-	-	3920	-	-	1820	-	3000	6000	1194	3212	-	-	4017	3280	2400	10	155
Auditor	7080	4275	5130	4542 <sup>y</sup>	-	-	-	5135	-	-	-	-	5100	-	4246	-	2762	3867	-	-	6	133
Clerk	6330	4113	4936	-	4080	-	-	-	-	-	-	4000	6000	-	-	4042	-	3867	3803	3000	7	60
Treasurer	6330	3554	4265	-	4080	-	-	-	-	1240	3540	4000	5100	-	4246	3707	2762	3867	-	3000	10	130
No. of Counties Reported	3	-	-	15	10	3	5	31	24	5	5	7	2	44	48	12	27	12	15	2	-	-
No. of Counties in Pop. Range	3	-	-	15	10	3	5	31	24	5	5	7	2	48	48	12	27	12	15	2	-	-

Sources: Hawaii--Data submitted by county auditors in response to Legislative Reference Bureau questionnaires, October, 1951. Hawaii figures as of January 1, 1951.  
Mainland--(a) Adapted from Paul W. Wager (ed.), County Government Across the Nation (Chapel Hill: The University of North Carolina Press, 1950).

(b) Information specified in or derived from the latest available (1951) statutes of the several states.

x Chief of Police in Hawaii.

y Thirteen of 15 counties.

Table 5

AVERAGE ANNUAL SALARIES OF 8 TOP-LEVEL ADMINISTRATORS IN HAWAII'S  
COUNTIES AND OF COMPARABLE OFFICIALS IN MAINLAND CITIES WITH A  
POPULATION OF 25,000 TO 100,000\*--AS OF JANUARY 1, 1952

Title of Official	Mean Annual Salary in Hawaii's 3 Counties	Mainland		
		Mean <sup>x</sup> Annual Salary	Mean plus 20 percent Differential	No. of Cities Reported
Mayor or Executive Officer	<u>\$9,500</u>	<u>\$5,865</u>	<u>\$7,038</u>	130
Police Chief	<u>8,953</u>	<u>5,302</u>	<u>6,362</u>	323
Engineer	<u>8,953</u>	<u>5,946</u>	<u>7,135</u>	260
Attorney	<u>8,780</u>	<u>5,062</u>	<u>6,074</u>	306
Auditor	<u>8,280</u>	<u>5,258</u>	<u>6,310</u>	100
Clerk	<u>7,680</u>	<u>4,983</u>	<u>5,979</u>	302
Treasurer	<u>7,680</u>	<u>4,847</u>	<u>5,816</u>	191
Fire Chief	<u>6,188</u>	<u>5,185</u>	<u>6,222</u>	317
Mean	<u>8,252</u>	<u>5,306</u>	<u>6,367</u>	241
Median	<u>8,483</u>	<u>5,222</u>	<u>6,266</u>	281

Source: Hawaii--Data submitted by county auditors in response to Legislative Reference Bureau questionnaires, July 7, 1952.  
Mainland--Adapted from The International City Managers' Association, The Municipal Yearbook 1952 (Chicago: 1952), pp. 118-9.

\*There were 403 cities and urban towns and townships with populations between 25,000 and 100,000, as of 1950.

<sup>x</sup>Weighted mean of means presented in two separate population groups in Tables 6 and 7, following.

Table 6

**AVERAGE ANNUAL SALARIES OF 8 TOP-LEVEL ADMINISTRATORS IN THE COUNTY OF HAWAII AND OF COMPARABLE OFFICIALS IN MAINLAND CITIES WITH A POPULATION OF 50,000 TO 100,000\*--AS OF JANUARY 1, 1952**

Title of Official	Hawaii	Mainland					No. of Cities Reported
	County Annual Salary	Mean Annual Salary	Mean plus 20 percent Differential	Median Annual Salary	Highest Annual Salary	Lowest Annual Salary	
Mayor or Executive Officer	\$9,500	\$7,117	\$8,540	\$7,000	\$12,000	\$3,750	49 <sup>1</sup>
Police Chief	9,580	5,847	7,016	5,700	8,640	4,170	106
Engineer	8,780	6,394	7,673	6,300	11,340	3,720	97
Attorney	8,780	6,237	7,484	5,952	15,500	2,500	104
Auditor	8,280	5,990	7,188	5,480	12,500	3,600	42
Clerk	7,680	5,217	6,260	5,115	10,000	2,760	104
Treasurer	7,680	5,422	6,506	5,105	9,000	3,325	68
Fire Chief	7,080	5,716	6,859	5,500	8,640	4,100	107
Mean	8,420	5,993	7,191	5,769	10,953	3,491	85
Median	8,530	5,919	7,102	5,600	10,670	3,660	100.5

Source: Hawaii--Data submitted by the auditor of the County of Hawaii in response to Legislative Reference Bureau questionnaire, July 7, 1952.

Mainland--Adapted from The International City Managers' Association, The Municipal Yearbook 1952 (Chicago: 1952), p. 119-120.

\* There were 128 cities and urban towns and townships with populations between 50,000 and 100,000, as of 1950.

1 With non-manager city mayors.

Table 7

**AVERAGE ANNUAL SALARIES OF 8 TOP-LEVEL ADMINISTRATORS IN THE COUNTIES OF  
KAUAI AND MAUI AND OF COMPARABLE OFFICIALS IN MAINLAND CITIES WITH  
A POPULATION OF 25,000 TO 50,000\*--AS OF JANUARY 1, 1952**

Title of Official	Mainland							No. of Cities Reported
	Kauai- Annual Salary	Maui- Annual Salary	Mean- Annual Salary	Mean plus 20 percent Differential	Median- Annual Salary	Highest- Annual Salary	Lowest- Annual Salary	
Mayor or Executive Officer	\$9,500	\$9,500	\$5,108	\$6,130	\$5,000	\$8,400	\$2,400	81 <sup>1</sup>
Police Chief	8,640	8,640	5,036	6,043	4,897	9,000	3,000	217
Engineer	9,300	8,780	5,679	6,815	5,496	10,440	2,600	163
Attorney	8,780	8,780	4,457	5,348	4,141	12,420	2,000	202
Auditor	8,280	8,280	4,728	5,674	4,708	7,500	2,400	58
Clerk	7,680	7,680	4,860	5,832	4,732	10,440	2,040	198
Treasurer	7,680	7,680	4,529	5,435	4,325	10,000	2,000	123
Fire Chief	6,080	5,405	4,914	5,897	4,800	8,100	2,820	210
Mean	8,243	8,093	4,914	5,897	4,762	9,538	2,408	157
Median	8,460	8,460	4,887	5,865	4,766	9,500	2,400	181

Source: Hawaii—Data submitted by county auditors in response to Legislative Reference Bureau questionnaires, July 7, 1952.

Mainland—Adapted from The International City Managers' Association, The Municipal Yearbook 1952 (Chicago: 1952), p. 120.

\*There were 275 cities and urban towns and townships with populations between 25,000 and 50,000, as of 1950.

1 With non-manager city mayors.

Table 8

**AVERAGE ANNUAL SALARY OF PUBLIC SCHOOL TEACHERS IN HAWAII AND  
IN MAINLAND CITIES WITH A POPULATION OF OVER 200,000\*--1950-51**

Grade Level	T. H. Mean 1950- 51 Salary	Mainland Cities-- Mean 1950-51 Salary	Mainland Mean Plus 20 percent Differential	No. of Cities Reported
All Teachers	<u>\$3,478</u>	<u>\$3,833</u>	<u>\$4,600</u>	48
Elementary Teachers	3,426	3,641	4,369	46
Jr. High School Teachers	3,516	3,982	4,778	34
Sr. High School Teachers	3,702	4,187	5,024	48

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Source: Hawaii--Compiled by the Legislative Reference Bureau from Department of Public Instruction, Territory of Hawaii, School Lists, 1950-1951 (Honolulu, November 21, 1950).  
Mainland--Research Division, National Education Association, Average Salaries of Public-School Teachers, School Year 1950-51, 48 School Systems in Cities over 200,000 in Population According to 1950 Census (Washington, D. C., April 1951).

\*There were 48 cities over 200,000, according to official 1950 U.S. Census data. The average salary of the instructional personnel of all mainland public schools in 1950-51 was estimated at \$3,080. (With the 20 percent differential this would be \$3,696.) The Book of the States, 1952-53 (Chicago: The Council of State Governments, 1952), p. 246.

Table 9

AVERAGE ANNUAL SALARIES OF PUBLIC SCHOOL TEACHERS IN HAWAII AND  
IN SIX MAINLAND CITIES OF COMPARABLE POPULATION--1950-51

Jurisdiction	1950 Population	Mean 1950-51 Salary Teachers All Grades	Mean plus 20 percent Differential
Territory of Hawaii	\$499,794	<u>\$3,478</u>	-
Washington, D. C.*	797,670	<u>3,875</u>	<u>\$4,650</u>
New Orleans, La.	567,257	<u>3,224</u>	<u>3,869</u>
Minneapolis, Minn. <sup>a</sup>	517,277	<u>4,072</u>	<u>4,886</u>
Buffalo, N. Y.	577,393	<u>3,803</u>	<u>4,564</u>
Cincinnati, Ohio <sup>b</sup>	500,510	<u>4,333</u>	<u>5,200</u>
Houston, Texas <sup>c</sup>	594,321	<u>3,482</u>	<u>4,178</u>

Source: Hawaii--Compiled by Legislative Reference Bureau from Department of Public Instruction, Territory of Hawaii, School Lists, 1950-1951 (Honolulu, November 21, 1950).  
Mainland--Research Division, National Education Association, Average Salaries of Public-School Teachers, School Year 1950-51, 48 School Systems in Cities Over 200,000 in Population According to 1950 Census (Washington, D. C., April 1951).

\* Washington, D. C. is included here because of frequent use in Hawaii of that system for purposes of comparison.

a Salaries have been adjusted by the Research Division of the National Education Association to include increases effective January 1, 1951 and should be looked upon as approximations.

b Cincinnati School District includes the cities of Cincinnati, Cheviot, and Silverton. Also see note a, above.

c Houston Independent School District includes the cities of Houston and West University Place.

Table 10

**AVERAGE ANNUAL SALARIES OF PUBLIC SCHOOL TEACHERS IN HONOLULU AND  
IN MAINLAND CITIES WITH A POPULATION OF 100,000 TO 500,000--1950-51**

Grade Level	Honolulu <sup>1</sup>		Mainland*		
	Mean- Annual Salary	Median Annual Salary	Mean- Annual Salary	Mean plus 20 percent Differential	Median- Annual Salary
<b>Teachers:</b>					
All	\$3,638	<u>\$3,660</u>	-	-	<u>\$3,595</u>
Kindergarten	3,209	3,060	-	-	3,409
Elementary	<u>3,558</u>	3,540	<u>\$3,421</u>	<u>\$4,105</u>	3,395
Intermediate	<u>3,744</u>	3,900	<u>3,686</u>	<u>4,423</u>	3,719
Sr. High School	<u>3,841<sup>a</sup></u>	3,900 <sup>a</sup>	<u>3,904</u>	<u>4,685</u>	3,995
<b>Principals:<sup>b</sup></b>					
Elementary	<u>5,121</u>	5,100	<u>5,036</u>	<u>6,043</u>	5,001
Intermediate	<u>5,420</u>	5,460	<u>5,735</u>	<u>6,882</u>	5,649
Sr. High School	<u>5,897</u>	6,000	<u>6,252</u>	<u>7,502</u>	6,291

Source: Honolulu--Compiled by the Legislative Reference Bureau from Department of Public Instruction, Territory of Hawaii, School Lists, 1950-1951 (Honolulu, November 21, 1950).  
Mainland--Research Division, National Education Association, Salaries and Salary Schedules of City-School Employees, 1950-51 (Washington: 29 (2) Research Bulletin, April 1951).

<sup>1</sup>City of Honolulu only.

\*Based upon reports to the National Education Association from 97.8% of the 90 mainland cities with a population of 100,000 to 500,000.

a Includes Honolulu vocational teachers.

b Non-teaching principals only.

Table 11

AVERAGE ANNUAL SALARIES OF PUBLIC SCHOOL TEACHERS IN HILO AND IN  
MAINLAND CITIES WITH A POPULATION OF 10,000 TO 30,000--1950-51

Grade Level	Hilo <sup>a</sup>		Mainland*		
	Mean- Annual Salary	Median Annual Salary	Mean Annual Salary	Mean plus 20 percent Differential	Median Annual Salary
<u>Teachers:</u>					
Kindergarten )	<u>\$3,426</u>	\$3,540	<u>\$3,041</u>	<u>\$3,649</u>	\$2,998
Elementary )					
Intermediate	<u>3,546</u>	3,660	<u>3,255</u>	<u>3,906</u>	3,204
Sr. High School	<u>3,718</u>	3,900	<u>3,508</u>	<u>4,210</u>	3,490
<u>Principals:</u> <sup>a</sup>					
Elementary	<u>4,760</u>	4,740	<u>4,377</u>	<u>5,252</u>	4,365
Intermediate	<u>5,160</u>	5,160	<u>4,626</u>	<u>5,551</u>	4,652
Sr. High School	<u>6,000</u>	6,000	<u>5,177</u>	<u>6,212</u>	5,154

Source: See Table 10.

<sup>a</sup>The 1950 population of Hilo was 27,198, according to official 1950 U.S. Census data.

\*Based upon reports to the National Education Association from 66.5 percent of the 642 mainland cities with a population of 10,000 to 30,000.

a Non-teaching principals.

Table 12

AVERAGE ANNUAL SALARIES OF FULL-TIME UNIVERSITY FACULTY IN HAWAII  
AND IN STATE-SUPPORTED UNIVERSITIES<sup>f</sup> ON THE MAINLAND--1951-52

Rank	Months of Annual Service Required	Univ. of Hawaii		Mainland Universities			
		Mean Annual Salary <sup>a</sup>	No. of Persons Employed	Mean Annual Salary <sup>b</sup>	Mean plus 20 percent Differential	No. of Persons Employed	No. of Institutions Reporting <sup>c</sup>
All Faculty	9 plus 11-12	<u>\$5,165</u>	349	<u>\$5,423</u>	<u>\$6,508</u>	25,058	59
All Faculty	9	<u>5,155</u>	222	<u>5,100</u>	<u>6,120</u>	16,377	59
All Faculty	11-12	<u>5,182</u>	127	<u>6,032</u>	<u>7,238</u>	8,681	59
Deans	9	-	-	<u>8,397</u>	<u>10,076</u>	56	60
Deans	11-12	<u>7,940</u>	8	<u>9,250</u>	<u>11,100</u>	658	60
Professors	9	<u>6,677</u>	28 <sup>d</sup>	<u>7,107</u>	<u>8,528</u>	4,810	63
Professors	11-12	<u>7,036</u>	15 <sup>d</sup>	<u>7,520</u>	<u>9,024</u>	2,818	63
Associate Professors	9	<u>5,691</u>	51	<u>5,428</u>	<u>6,514</u>	3,809	63
Associate Professors	11-12	<u>5,759</u>	18	<u>6,062</u>	<u>7,274</u>	2,002	63
Assistant Professors	9	<u>4,977</u>	69	<u>4,495</u>	<u>5,394</u>	5,384	63
Assistant Professors	11-12	<u>5,029</u>	37	<u>5,140</u>	<u>6,168</u>	2,739	63
Instructors	9	<u>4,330</u>	74	<u>3,666</u>	<u>4,399</u>	4,357	62
Instructors	11-12	<u>4,067</u>	49	<u>4,236</u>	<u>5,083</u>	1,895	62

Source: Hawaii—Adapted from basic data supplied by the Office of the Dean of Faculties at the University of Hawaii.

Mainland—Compiled by the Legislative Reference Bureau from questionnaire replies received in January-April, 1952. The institutions included in this table are those cited in Tables 13 and 14.

Table 12 (Continued)

#This table is a composite of data presented in Tables 13 and 14.

^Excluding institutions specifically devoted to teacher training and the education of negroes.

a Actual Mean.

b Mean of Means (Based upon data presented in Tables 13 and 14).

c The total number of state-supported universities in the United States, as defined here, is 71. Data was sought on questionnaire forms from each of these schools.

d Includes faculty accorded the rank of Senior Professor.

Table 13

DISTRIBUTION OF ANNUAL SALARIES OF FULL-TIME FACULTY  
IN 53 STATE-SUPPORTED UNIVERSITIES<sup>1</sup> ON THE MAINLAND, BY RANK--1950-51

Salaries paid for Academic year ending June 30, 1952	Deans on basis of:		Professors on basis of:		Associate Professors on basis of:		Assistant Professors on basis of:		Instructors on basis of:		Total Faculty on basis of:		All Faculty
	9 mo.	11-12 mo.	9 mo.	11-12 mo.	9 mo.	11-12 mo.	9 mo.	11-12 mo.	9 mo.	11-12 mo.	9 mo.	11-12 mo.	
\$11,250 and over	6	50	19	25							25	75	100
10,750-\$11,249	-	13	14	18	1						15	31	46
10,250- 10,749	1	29	18	19	-	2					19	50	69
9,750- 10,249	2	36	28	47	1	5		3			32	91	123
9,250- 9,749	4	46	43	34	1	2	-	1			48	83	131
8,750- 9,249	7*	39*	95	76	-	9	-	2		1	102	127	229
8,250- 8,749	9*	88*	124	134	5	17	1	1		-	139	240	379
7,750- 8,249	4	87	157	136	13	25	3	7		-	187	255	442
7,250- 7,749	3	61	265	272*	14	54	1	9		1	283	397	680
6,750- 7,249	2	37	336	345*	65	105	5	11		3	409	501	910
6,250- 6,749	3	10	433	302	177	138	2	57		1	616	515	1131
5,750- 6,249	11	9	561*	256	324	277*	46	135		14	944	691	1635
5,250- 5,749	1	5	625	183	492*	306*	194	287*		4	1316	830*	2146*
4,750- 5,249	3	2	392	70	733*	249	549	485*		39	1716	929	2645*
4,250- 4,749	-	2	142	6	598	134	1130	434		193	2063*	802	2865
4,000- 4,249	-	-	7	2	213	28	846*	107		338	1404	329	1733
3,750- 3,999	-	-	4	-	73	12	533	76		408	1018	239	1257
3,500- 3,749	-	1	1	-	21	4	375	42		670*	1067	211	1278
3,250- 3,499	-	-	1	-	7	1	142	70		594	744	165	909
3,000- 3,249	-	-	-	-	2	-	35	26		605	642	115	757
2,750- 2,999	-	-	-	-	-	-	3	-		134	137	41	178
2,500- 2,749	-	-	-	-	-	-	1	-		57	58	31	89
2,250- 2,499	-	-	-	-	-	-	6	-		15	21	13	34
2,000- 2,249	-	-	-	-	-	-	-	-		65	65	4	69
Less than \$2,000	-	-	-	-	-	-	-	-		45	45	-	45
	56	515	3275	1925	2740	1368	3873	1753	3171	1204	13115	6765	19880
Mean	\$8397	\$9042	\$6462	\$7176	\$5168	\$5793	\$4338	\$4911	\$3531	\$4054	\$4864	\$5896	\$5215
Median	\$8305	\$8497	\$6164	\$1957	\$5061	\$5668	\$4248	\$4875	\$3526	\$4195	\$4578	\$5553	\$4887

Footnotes: See next page.

Table 13 (Continued)

Source: Compiled by the Legislative Reference Bureau from questionnaire replies received in January-April, 1952. The following schools are included in this table:

- |                                                                 |                                                       |
|-----------------------------------------------------------------|-------------------------------------------------------|
| 1. University of Alabama                                        | 27. University of New Hampshire                       |
| 2. Alabama Polytechnic Institute                                | 28. University of New Mexico                          |
| 3. University of Arizona                                        | 29. New Mexico College of Agriculture                 |
| 4. University of Arkansas                                       | 30. University of North Carolina                      |
| 5. Bowling Green University (Ohio)                              | 31. University of North Dakota                        |
| 6. Clemson Agricultural College (S. C.)                         | 32. North Dakota Agricultural College                 |
| 7. Colorado Agricultural and<br>Mechanical College              | 33. Ohio University                                   |
| 8. University of Connecticut                                    | 34. University of Oklahoma                            |
| 9. University of Delaware                                       | 35. University of Oregon                              |
| 10. Florida State University                                    | 36. Oregon State College                              |
| 11. University of Georgia                                       | 37. Pennsylvania State College                        |
| 12. University of Idaho                                         | 38. University of Puerto Rico                         |
| 13. Indiana University                                          | 39. University of Rhode Island                        |
| 14. State University of Iowa                                    | 40. Rutgers University (N. J.)                        |
| 15. University of Kansas                                        | 41. University of South Carolina                      |
| 16. Kansas State College of Agricultural<br>and Applied Science | 42. University of South Dakota                        |
| 17. Kent State University (Ohio)                                | 43. University of Tennessee                           |
| 18. University of Kentucky                                      | 44. University of Texas                               |
| 19. Louisiana State University and<br>A. & M. College           | 45. A. and M. College of Texas                        |
| 20. University of Maine                                         | 46. University of Utah                                |
| 21. University of Maryland                                      | 47. Utah State Agricultural College                   |
| 22. University of Minnesota                                     | 48. University of Vermont and<br>Agricultural College |
| 23. University of Mississippi                                   | 49. Virginia Polytechnic Institute                    |
| 24. University of Missouri                                      | 50. State College of Washington                       |
| 25. Montana State University                                    | 51. West Virginia University                          |
| 26. University of Nevada                                        | 52. University of Wisconsin                           |
|                                                                 | 53. University of Wyoming                             |

\*Median

\*This table includes only that data which was submitted in the exact form requested.

^Excluding institutions specifically devoted to teacher training and the education of negroes.

Table 14<sup>x</sup>

**AVERAGE\* ANNUAL SALARIES OF FULL-TIME FACULTY IN 10 STATE-SUPPORTED UNIVERSITIES ON THE MAINLAND--1951-52**

Institutional Code	Deans on basis of:		Professors on basis of:		Assoc. Prof. on basis of:		Asst. Prof. on basis of:		Instructors on basis of:		All Faculty on basis of:		All Faculty on basis of:	
	9 mo.	11-12 mo.	9 mo.	11-12 mo.	9 mo.	11-12 mo.	9 mo.	11-12 mo.	9 mo.	11-12 mo.	9 mo.	11-12 mo.	9 and 11-12 mo.	
Mean	(1)	-	\$9200	\$6162	\$9825	\$5227	\$7500	\$4405	\$5813	\$3822	\$5423	\$4717	\$6582	\$5118
	(2)	-	8700	-	6862	-	5759	-	5003	-	4026	-	5555	5555
	(3)	-	19337	9011	12709	6615	9436	5374	7270	4165	4669	6499 <sup>a</sup>	8729 <sup>a</sup>	6760 <sup>a</sup>
	(4)	-	11306	7332	7857	5914	6573	4890	5533	3920	4463	5694	6779	5866
	(5)	-	9017 <sup>a</sup>	8936	9987	6587 <sup>a</sup>	7559 <sup>a</sup>	5180 <sup>a</sup>	5947 <sup>a</sup>	4543 <sup>a</sup>	5119 <sup>a</sup>	6577 <sup>a</sup>	7717 <sup>a</sup>	6970 <sup>a</sup>
	(6)	-	8891 <sup>b</sup>	7284 <sup>b</sup>	7134 <sup>b</sup>	5154 <sup>b</sup>	5666 <sup>b</sup>	4410 <sup>b</sup>	4838 <sup>b</sup>	3523 <sup>b</sup>	4329 <sup>b</sup>	4983 <sup>a</sup>	5816 <sup>a</sup>	5229 <sup>a</sup>
	(7)	-	11817	5558	7404 <sup>g</sup>	4556	6207	4090	5182	-	-	-	-	-
	(8)	-	-	4921	5846	4453	4850	3836	4955	3326	4030	-	-	-
	(9)	-	-	10460	10022	6252	7537	5156	6073	4152	4705	-	-	-
	(10)	-	-	7378 <sup>e</sup>	10055 <sup>e</sup>	5655 <sup>e</sup>	7702 <sup>e</sup>	4542 <sup>e</sup>	6079 <sup>e</sup>	3690	4885 <sup>a</sup>	-	-	-
Median	(1)	-	9625	6100	8916	5175	7250	4362	5833	3835	5291	4506	6071	4791
	(2)	-	8687	-	6945	-	5753	-	5013	-	4156	-	5406	5406
	(3)	-	13390	8710	12273	6425	10300	5364	6824	4116	4462	6350 <sup>c</sup>	8590 <sup>c</sup>	6612 <sup>c</sup>
	(4)	-	12400	7092	7500	5842 <sup>c</sup>	6233 <sup>c</sup>	4812	5400	3785	4500	5568	6371	5664
	(5)	-	10290 <sup>c</sup>	8497	9801 <sup>c</sup>	6529 <sup>c</sup>	7505 <sup>c</sup>	6230 <sup>c</sup>	5881 <sup>c</sup>	4573 <sup>c</sup>	5116 <sup>c</sup>	6766 <sup>c</sup>	7789 <sup>c</sup>	7119 <sup>c</sup>
	(6)	-	8700 <sup>d</sup>	6400 <sup>d</sup>	7200 <sup>d</sup>	5150 <sup>d</sup>	5500 <sup>d</sup>	4350 <sup>d</sup>	4675 <sup>d</sup>	3550 <sup>d</sup>	3950 <sup>d</sup>	4737 <sup>c</sup>	5669 <sup>c</sup>	5013 <sup>c</sup>
	(7)	-	11000 <sup>d</sup>	5500 <sup>d</sup>	7233 <sup>h</sup>	4600 <sup>d</sup>	6200 <sup>d</sup>	4200 <sup>d</sup>	5200 <sup>d</sup>	3300 <sup>d</sup>	4000 <sup>d</sup>	-	-	-
	(8)	-	-	4890	6018	4475	4875	3791	4300	3290	4030	-	-	-
	(9)	-	-	8033 <sup>f</sup>	9223 <sup>f</sup>	6133 <sup>f</sup>	7149 <sup>f</sup>	5064 <sup>f</sup>	6019 <sup>f</sup>	4134	4583 <sup>f</sup>	-	-	-
	(10)	-	-	7163 <sup>f</sup>	10059 <sup>f</sup>	5562 <sup>f</sup>	7740 <sup>f</sup>	4504 <sup>f</sup>	6019 <sup>f</sup>	3900	4849 <sup>f</sup>	-	-	-

Sources: Compiled by the Legislative Reference Bureau from questionnaire replies received in January-April, 1952. The following schools are included in this table, but not in the order listed:

University of California  
University of Florida  
University of Illinois

Iowa State University  
University of Michigan  
Mississippi State College

University of Nebraska  
Ohio State University  
University of Southern Illinois  
University of Washington

Table 14<sup>x</sup> (Continued)

<sup>x</sup>This table includes information which was useful for purposes of this report but was not quoted in the exact form requested. Therefore, these data could not be reported in Table 13. They were, however, combined with the information in Table 13 and the composite result is presented in Table 12. Table 12 shows means of means, properly weighted.

<sup>a</sup>Both mean and median salaries are shown in this table.

- a Mean of means (since the number of faculty in each rank was supplied, this is a fully weighted mean).
- b Actual mean.
- c Mean of medians (since the number of faculty in each rank was supplied, this is a fully weighted mean).
- d Actual median.
- e Mean of means and includes Deans. (Salary increases effective April 1, 1952 are not included.)
- f Mean of medians and includes Deans. (Salary increases effective April 1, 1952 are not included.)
- g Professors and department heads.
- h Mean of medians--department heads and professors.

Table 15

**AVERAGE ANNUAL SALARIES OF STATE-SUPPORTED  
UNIVERSITY PRESIDENTS IN HAWAII AND ON THE MAINLAND--1951-52**

Type of Salary Payment	Annual Salary in Hawaii	Mean Annual Salary in Mainland Schools	Mainland Mean plus 20 percent Differential	Median Annual Salary in Mainland Schools	No. of Institutions Reported
Cash Salary	<u>\$15,576</u>	<u>\$14,670</u>	<u>\$17,604</u>	\$14,880	55 <sup>a</sup>
Cash Salary plus Perquisites <sup>b</sup>	<u>\$15,576</u>	<u>\$16,622</u>	<u>\$19,946</u>	\$16,800	33 <sup>c</sup>

Source: Tabulated from questionnaire replies returned to the Legislative Reference Bureau between January and April, 1952. See Table 12.

- a This figure represents 77 percent of all state-supported schools, excluding those specifically devoted to teacher training and the education of negroes.
- b Institutions where cash values have been assigned to perquisites. Fifteen other schools indicate that perquisites are granted, but that no cash value has been determined.
- c This figure represents 46 percent of all state-supported schools, excluding those specifically devoted to teacher training and the education of negroes.

Table 16

**AVERAGE ANNUAL SALARY RATES OF 50 CIVIL SERVICE CLASSES IN HAWAII  
15 STATE SYSTEMS, AND THE FEDERAL GOVERNMENT--AS OF JULY 1, 1951**

Groups of Position Classes	Mean of Medians of Salary Ranges -Annual Salary Rate -T. H.	Mean of Medians of Salary Ranges -Annual Salary Rates -15 State Civil Service Systems <sup>a</sup>	State Mean plus 20 percent Differential	Mean of Medians of Salary Ranges -Annual Salary Rates -Federal Civil Service	Federal Mean plus 20 percent Differential
All 50 Classes	\$3,708	\$3,252	\$3,902	\$3,504	\$4,205
32 "Low Salaried" Classes <sup>a</sup>	<u>3,036</u>	<u>2,748</u>	<u>3,298</u>	<u>2,976</u>	<u>3,571</u>
12 "Middle Salaried" Classes <sup>b</sup>	<u>3,984</u>	<u>3,490</u>	<u>4,176</u>	<u>3,864</u>	<u>4,637</u>
6 "High Salaried" Classes <sup>c</sup>	<u>6,708</u>	<u>5,508</u>	<u>6,610</u>	<u>5,556</u>	<u>6,667</u>

Sources: Hawaii--Territorial classes which are comparable to the bench mark class descriptions of the Civil Service Assembly are set forth in the footnotes to this table.  
Mainland--Compiled from data included in Civil Service Assembly of the United States and Canada, Pay Rates in the Public Service (Chicago: January and July, 1951).

<sup>a</sup>The 15 state systems used are:

- |                |              |                  |
|----------------|--------------|------------------|
| 1. Alabama     | 6. Indiana   | 11. Minnesota    |
| 2. California  | 7. Kansas    | 12. New York     |
| 3. Colorado    | 8. Maine     | 13. Oregon       |
| 4. Connecticut | 9. Maryland  | 14. Rhode Island |
| 5. Illinois    | 10. Michigan | 15. Virginia     |

a Classes below the territorial pay grades--P-2, SP-7, CAF-6, CC-9, and IN-4.

b Classes within the confines of the territorial pay grades--P-2; SP-7 and 8; CAF-6, 7, and 8; CC-9, 10, and 11; IN-4, 5 and 6.

c Classes above the territorial pay grades--P-2, SP-8, CAF-8, CC-11, and IN-6.

Table 17

**AVERAGE ANNUAL SALARY RATES OF 50 CIVIL SERVICE CLASSES IN HAWAII,  
15 STATE SYSTEMS, AND THE FEDERAL GOVERNMENT--BY CLASSES--AS OF JULY 1, 1951**

Class of Positions <sup>a</sup>	Jurisdiction <sup>b</sup>	Salary Range			Number of States Paying Above or Below T. H. (using Medians of Range)	
		Low	Median	High	Above	Below
32 "LOW-SALARIED" CLASSES						
Junior Clerk (CAF-1)	T.H.	\$2376	\$2556	\$2736	-	-
	States (15)	1836	2100	2364	0	15
	Federal	2196	2436	2676	-	-
Junior Typist-Clerk (CAF-1)	T.H.	2376	2556	2736	-	-
	States (15)	1884	2160	2412	0	15
	Federal	2196	2436	2676	-	-
Junior Steno-Clerk (CAF-2)	T.H.	2556	2736	2928	-	-
	States (15)	1968	2232	2496	0	15
	Federal	2448	2688	2928	-	-
Telephone Operator (CAF-2)	T.H.	2556	2736	2928	-	-
	States (15)	2004	2280	2568	1	14
	Federal	2448	2688	2928	-	-
Bookkeeping Machine Operator (CAF-4)	T.H.	2928	3168	3396	-	-
	States (15)	2208	2520	2820	1	14
	Federal	2652	2892	3132	-	-

Source: See Table 16.

a Pay grade of class in Hawaii is shown in parenthesis.

b No. of the 15 states which have such a class is shown in parenthesis.

Table 17 (Continued)

Class of Positions <sup>a</sup>	Jurisdiction <sup>b</sup>	Salary Range			Number of States Paying Above or Below T. H. (using Medians of Range)	
		Low	Median	High	Above	Below
32 "LOW-SALARIED" CLASSES (continued)						
Key punch Operator (CAF-4)	T.H.	\$2556	\$2736	\$2928	-	-
	States (15)	2076	2388	2700	1	14
	Federal	1296	2664	3132	-	-
Junior Librarian (SP-5, 6)	T.H.	2928	3312	3696	-	-
	States (12)	2856	3240	3624	7	5
	Federal	3096	3840	4572	-	-
Junior Draftsman (SP-4, 5)	T.H.	2736	3072	3396	-	-
	States (14)	2712	3060	3420	7	7
	Federal	2880	3120	3360	-	-
Junior Civil Engineer (P-1)	T.H.	3156	3420	3696	-	-
	States (13)	3336	3720	4128	11	2
	Federal	3096	3480	3852	-	-
Social Case Worker (SP-5)	T.H.	2928	3168	3396	-	-
	States (11)	2472	2868	3252	1	10
	Federal	3108	3480	3852	-	-

Source: See Table 16.

a Pay grade of class in Hawaii is shown in parenthesis.

b No. of the 15 states which have such a class is shown in parenthesis.

Table 17 (Continued)

Class of Positions <sup>a</sup>	Jurisdiction <sup>b</sup>	Salary Range			Number of States Paying Above or Below T. H. (using Medians of Range)	
		Low	Median	High	Above	Below
32 "LOW-SALARIED" CLASSES (continued)						
Public Health Nurse (SP-6)	T.H.	\$3156	\$3420	\$3696	-	-
	States (12)	2988	3420	3876	6	6
	Federal	4596	4989	5352	-	-
Fireman (CC-8)	T.H.	3156	3420	3696	-	-
	States (4)	2640	3036	3456	0	4
	Federal	3120	3420	3720	-	-
Sanitary Inspector (IN-3)	T.H.	3156	3420	3696	-	-
	States (11)	3012	3432	3852	5	6
	Federal	3096	3480	3852	-	-
Employment Service Interviewer (CAF-5)	T.H.	3156	3420	3696	-	-
	States (13)	2796	3204	3504	3	10
	Federal	2880	3120	3360	-	-
Laborer (CC-4)	T.H.	2436	2616	2736	-	-
	States (11)	1920	2172	2436	2	9
	Federal	2124	2340	2544	-	-
Labor Foreman (CC-7, 8)	T.H.	2976	3336	3696	-	-
	States (12)	2556	2892	3228	3	9
	Federal	2256	2496	2736	-	-

Source: See Table 16.

a Pay grade of class in Hawaii is shown in parenthesis.

b No. of the 15 states which have such a class is shown in parenthesis.

Table 17 (Continued)

Class of Positions <sup>a</sup>	Jurisdiction <sup>b</sup>	Salary Range			Number of States Paying Above or Below T. H. (using Medians of Range)	
		Low	Median	High	Above	Below
32 "LOW-SALARIED" CLASSES (continued)						
Truck Driver (CC-6)	T.H.	\$2796	\$2976	\$3156	-	-
	States (14)	2220	2532	2832	3	11
	Federal	2256	2496	2736	-	-
Heavy Equipment Operator (CC-8)	T.H.	3156	3420	3696	-	-
	States (12)	2808	3204	3600	4	8
	Federal	2676	2916	3156	-	-
Automobile Mechanic (CC-8)	T.H.	3156	3420	3696	-	-
	States (14)	2784	3168	3576	3	11
	Federal	2904	3144	3384	-	-
Storekeeper (CAF-4, 5)	T.H.	2928	3300	3696	-	-
	States (15)	2460	2808	3144	1	14
	Federal	2652	2892	3132	-	-
Stationery Fireman (CC-5)	T.H.	2616	2796	2976	-	-
	States (15)	2448	2772	3084	8	7
	Federal	2448	2688	2928	-	-
Custodial Worker (CC-4)	T.H.	2436	2616	2796	-	-
	States (14)	1944	2196	2436	1	13
	Federal	2124	2340	2544	-	-

Source: See Table 16.

a Pay grade of class in Hawaii is shown in parenthesis.

b No. of the 15 states which have such a class is shown in parenthesis.

Table 17 (Continued)

Class of Positions <sup>a</sup>	Jurisdiction <sup>b</sup>	Salary Range			Number of States Paying Above or Below T. H. (using <u>Medians of Range</u> )	
		Low	Median	High	Above	Below
32 "LOW-SALARIED" CLASSES (continued)						
Janitor (CC-4)	T.H.	\$2436	\$2616	\$2796	-	-
	States (15)	1860	2136	2412	2	13
	Federal	2256	2496	2736	-	-
Elevator Operator (CC-5)	T.H.	2616	2796	2976	-	-
	States (14)	1884	2136	2388	0	14
	Federal	2124	2340	2544	-	-
Food Service Helper (CC-3)	T.H.	2316	2460	2616	-	-
	States (15)	1836	2088	2328	2	13
	Federal	2124	2340	2544	-	-
Cook (CC-5)	T.H.	2616	2796	2976	-	-
	States (15)	2244	2568	2892	3	12
	Federal	2676	2916	3156	-	-
Prison Guard (CC-6)	T.H.	2796	2976	3156	-	-
	States (15)	2520	2856	3192	5	10
	Federal	2676	2916	3156	-	-
X-Ray Technician (SP-6)	T.H.	3156	3420	3696	-	-
	States (14)	2664	3048	3420	2	12
	Federal	3096	3480	3852	-	-

Source: See Table 16.

a Pay grade of class in Hawaii is shown in parenthesis.

b No. of the 15 states which have such a class is shown in parenthesis.

Table 17 (Continued)

Class of Positions <sup>a</sup>	Jurisdiction <sup>b</sup>	Salary Range			Number of States Paying Above or Below T. H. (using <u>Medians of Range</u> )	
		Low	Median	High	Above	Below
32 "LOW-SALARIED" CLASSES (continued)						
Bacteriologist (P-1)	T.H.	\$3156	\$3420	\$3696	-	-
	States (13)	2904	3288	3684	5	8
	Federal	3096	3480	3852	-	-
Occupational Therapist (SP-6)	T.H.	3156	3420	3696	-	-
	States (14)	2736	3084	3432	3	11
	Federal	3096	3480	3852	-	-
Graduate Nurse (SP-4)	T.H.	2736	2940	3156	-	-
	States (15)	2640	2988	3324	9	6
	Federal	3096	3480	3852	-	-
Hospital Attendant (SP-3)	T.H.	2556	2736	2928	-	-
	States (15)	2016	2280	2544	1	14
	Federal	2196	2436	2676	-	-
12 "MIDDLE-SALARIED" CLASSES						
Bookkeeper (CAF-6)	T.H.	3396	3708	4020	-	-
	States (13)	2700	3048	3384	0	13
	Federal	3096	3480	3852	-	-

Source: See Table 16.

a Pay grade of class in Hawaii is shown in parenthesis.

b No. of the 15 states which have such a class is shown in parenthesis.

Table 17 (Continued)

Class of Positions <sup>a</sup>	Jurisdiction <sup>b</sup>	Salary Range			Number of States Paying Above or Below T. H. (using Medians of Range)	
		Low	Median	High	Above	Below
12 "MIDDLE-SALARIED" CLASSES (continued)						
Junior Accountant (CAF-7)	T.H.	\$3696	\$4032	\$4380	-	-
	States (13)	3048	3480	3912	0	13
	Federal	3108	3480	3852	-	-
Junior Statistician (CAF-7)	T.H.	3696	4032	4380	-	-
	States (15)	2880	3264	3648	0	15
	Federal	3096	3480	3852	-	-
Junior Buyer (CAF-8)	T.H.	4020	4404	4788	-	-
	States (13)	4056	4548	5040	10	3
	Federal	3096	3480	3852	-	-
Psychiatric Social Worker (SP-8)	T.H.	3696	4032	4380	-	-
	States (13)	3204	3624	4056	3	10
	Federal	3828	4200	4572	-	-
Case Work Supervisor (CAF-8)	T.H.	4020	4404	4788	-	-
	States (13)	3408	3912	4428	2	11
	Federal	4596	4980	5352	-	-
Dairy Inspector (IN-5)	T.H.	3696	4032	4380	-	-
	States (13)	3084	3492	3900	1	12
	Federal	3456	3828	4200	-	-

Source: See Table 16.

a Pay grade of class in Hawaii is shown in parenthesis.

b No. of the 15 states which have such a class is shown in parenthesis.

Table 17 (Continued)

Class of Positions <sup>a</sup>	Jurisdiction <sup>b</sup>	Salary Range			Number of States Paying Above or Below T. H. (using Medians of Range)	
		Low	Median	High	Above	Below
L2 "MIDDLE-SALARIED" CLASSES (continued)						
Conservation Officer (IN-4)	T.H.	\$3396	\$3708	\$4020	-	-
	States (11)	2484	2856	3216	1	10
	Federal	2880	3120	3360	-	-
Farmer (CC-10)	T.H.	3696	4032	4380	-	-
	States (15)	2556	2916	3276	1	14
	Federal	3120	3420	3720	-	-
Dietitian (P-2)	T.H.	3696	4032	4380	-	-
	States (15)	3528	3984	4440	7	8
	Federal	5400	5904	6396	-	-
Clinical Lab. Technician (SP-7)	T.H.	3396	3708	4020	-	-
	States (10)	2940	3300	3648	2	8
	Federal	2880	3120	3360	-	-
Physical Therapist (SP-7)	T.H.	3396	3708	4020	-	-
	States (15)	2988	3396	3804	1	14
	Federal	3096	3840	4572	-	-

Source: See Table 16.

a Pay grade of class in Hawaii is shown in parenthesis.

b No. of the 15 states which have such a class is shown in parenthesis.

Table 17 (Continued)

Class of Positions <sup>a</sup>	Jurisdiction <sup>b</sup>	Salary Range			Number of States Paying Above or Below T. H. (using <u>Medians of Range</u> )	
		Low	Median	High	Above	Below
6 "HIGH-SALARIED" CLASSES						
Junior Attorney (P-4)	T.H.	\$5184	\$5628	\$6084	-	-
	States (7)	3804	4248	4692	0	7
	Federal	3096	3480	3852	-	-
Structural Engineer (P-4)	T.H.	5184	5628	6084	-	-
	States (14)	4068	4572	5052	0	14
	Federal	5400	5904	6396	-	-
Prison Warden (CAF-14)	T.H.	8580	9084	9576	-	-
	States (10)	7476	8388	9300	4	6
	Federal	6396	8100	9804	-	-
Psychologist (P-6)	T.H.	7080	7680	8280	-	-
	States (14)	3444	3900	4344	0	14
	Federal	4596	4980	4906	-	-
Dentist (P-5)	T.H.	6084	6576	7080	-	-
	States (15)	5064	5628	6192	3	12
	Federal	4596	4980	5352	-	-
Physician (P-4)	T.H.	5184	5628	6084	-	-
	States (15)	5664	6288	6912	11	4
	Federal	5400	5904	6396	-	-

Source: See Table 16.

a Pay grade of class in Hawaii is shown in parenthesis.

b No. of the 15 states which have such a class is shown in parenthesis.

Table 18

**ANNUAL VACATION LEAVE GRANTED TO PUBLIC OFFICERS AND EMPLOYEES  
IN HAWAII, THE 48 STATES, AND THE FEDERAL SERVICE--1951-52<sup>x</sup>**

Jurisdiction	Days of Annual Leave <sup>y</sup>	Cumulative to: (Days)	Jurisdiction	Days of Annual Leave <sup>y</sup>	Cumulative to: (Days)	Jurisdiction	Days of Annual Leave <sup>y</sup>	Cumulative to: (Days)
Alabama	12	24	Massachusetts	15 <sup>c</sup>	-	Rhode Island	12	No limit
Arizona	*	*	Michigan	12	24	South Carolina	10	-
Arkansas	10	-	Minnesota	12 <sup>d</sup>	24	South Dakota	14	-
California	15	-	Mississippi	15	-	Tennessee	12	24
Colorado	15	30	Missouri	10 <sup>e</sup>	30	Texas	12	-
Connecticut	12 <sup>a</sup>	-	Montana	15	- <sup>f</sup>	Utah	12	- <sup>1</sup>
Delaware	10	-	Nebraska	12	- <sup>f</sup>	Vermont	21 <sup>j</sup>	-
Florida	10	-	Nevada	15	-	Virginia	15 <sup>j</sup>	-
Georgia	15	30	New Hampshire	15	30	Washington	14	-
Idaho	12	-	New Jersey	12 <sup>g</sup>	-	West Virginia	15	30
Illinois	10	-	New Mexico	15	-	Wisconsin	15 <sup>k</sup>	-
Indiana	12	12	New York	20	-	Wyoming	15 <sup>l</sup>	-
Iowa	10 <sup>b</sup>	-	North Carolina	15	30			
Kansas	12	18	North Dakota	10	-			
Kentucky	12	24	Ohio	15	-	<u>T. H.</u>	<u>21<sup>m</sup></u>	<u>75</u>
Louisiana	15	-	Oklahoma	*	*	Federal	<u>20<sup>n</sup></u>	<u>60</u>
Maine	10	-	Oregon	15 <sup>h</sup>	-	State Median	13	-
Maryland	15	30	Pennsylvania	15	-	State Mean	<u>13</u>	-

Source: Hawaii--Section 550, Revised Laws of Hawaii 1945, as amended.

States-- Adapted from Council of State Governments, "Annual Vacation and Sick Leave Provisions for State Employees," 25 State Government 80 (April, 1952).

Federal--Section 203, Public Law 233, U.S. Code Congressional and Administrative Service, 82nd Congress, 1st session, 1951.

Table 18 (Continued)

- x State figures are for December, 1951, Federal figures effective January 6, 1952, Hawaii figure is current.
- y One week is equated uniformly as 5 days.
- \* Determined by department.
- a Sometimes 15 days.
- b Only 5 days with 1 to 2 years service.
- c Up to one year of service, a maximum of 10 days; 1-5 years, 10 days; 5-9 years 15 days; over 9 years, 20 days.
- d Five years of service and over, 15 days.
- e General allowance.
- f Must be taken in calendar year plus 1 mo.
- g Up to 10 years service, 12 days; 10-20 years, 15 days; over 20 years, 20 days.
- h Less than 5 years service, 12 days; 5-10 years, 15 days; over 10 years, 18 days.
- i Must be taken in calendar year.
- j Median of range based upon longevity periods.
- k For 5 day week employees.
- l After 1 year service.
- m Hawaii figure is a uniform, statutory figure which applies to all employees with 1 year service or more. Actual annual allowance to employees may be reduced slightly when maximum number of working days per month is less than 21.
- n Median of range allowed, based upon longevity; until 3 years service, 13 days allowed; 3-15 years, 20 days; over 15 years, 26 days.

Table 19

ANNUAL VACATION LEAVE GRANTED TO PUBLIC OFFICERS AND EMPLOYEES<sup>a</sup> IN 27  
LARGE MAINLAND CITIES WITH A POPULATION OVER 300,000--AS OF JANUARY 1, 1951

Jurisdiction	Population (000's)	Days of Annual Leave <sup>b</sup>	Jurisdiction	Population (000's)	Days of Annual Leave <sup>b</sup>
Chicago, Ill.	3,606	10	Houston, Texas	507	10
Philadelphia, Pa.	2,065	10	Cincinnati, Ohio	501	10
Los Angeles, Calif.	1,958	10	Seattle, Wash.	462	12
Detroit, Mich.	1,839	10	Kansas City, Mo.	453	11 <sup>f</sup>
Baltimore, Mi.	940	12	Newark, N. J.	438	12 <sup>c</sup>
Cleveland, Ohio	906	10	Denver, Colo.	413	12
St. Louis, Mo.	853	15	Oakland, Calif.	381	11 <sup>e</sup>
Washington, D. C.	798	26 <sup>c</sup>	Columbus, Ohio	375	12
Boston, Mass.	791	10	Portland, Ore.	371	10
San Francisco, Calif.	761	10	Louisville, Ky.	367	10
Pittsburgh, Pa.	674	14	Rochester, N. Y.	331	11 <sup>g</sup>
Milwaukee, Wis.	633	10	Atlanta, Ga.	327	11
Buffalo, N. Y.	578	10			
New Orleans, La.	567	17 <sup>d</sup>	Median	-	11
Minneapolis, Minn.	517	11 <sup>e</sup>	Mean	-	12

Source: Adapted from City Service Commission, Pay Fringe Benefits--Current Municipal Practices (Milwaukee, Wis: January, 1951), pp. 18-21.

a Special provisions in 5 cities for blue-collar workers are omitted here.

b One week is here equated uniformly as 5 days; days are assumed to be working days; many of these jurisdictions grant extra days after 10, 15 or 20 years service; special provisions for firemen and policemen are omitted here.

Table 19 (Continued)

- d Median of range, departments determine own policies.
- e 15 calendar days; four days subtracted as non-working days.
- f Median of range.
- g Or 12 days for 6 day week employees.
- c 1949 data.

Table 20

**ANNUAL SICK LEAVE GRANTED TO PUBLIC OFFICERS AND EMPLOYEES  
IN HAWAII, THE 48 STATES, AND THE FEDERAL SERVICE--1951-52\***

Jurisdiction	Days of Annual Leave <sup>y</sup>	Cumulative to: (Days)	Jurisdiction	Days of Annual Leave <sup>y</sup>	Cumulative to: (Days)	Jurisdiction	Days of Annual Leave <sup>y</sup>	Cumulative to: (Days)
Alabama	12	60	Massachusetts	15	a	Rhode Island	18	90 <sup>e</sup>
Arizona	*	*	Michigan	12	100	South Carolina	None	-
Arkansas	None	-	Minnesota	12	100 <sup>c</sup>	South Dakota	14	No
California	12	No limit	Mississippi	d	No	Tennessee	12	120
Colorado	15	60	Missouri	15	75	Texas	*	No
Connecticut	15	90	Montana	None	-	Utah	15	No
Delaware	12	a	Nebraska	12	60 <sup>e</sup>	Vermont	12	a
Florida	*	No	Nevada	None	-	Virginia	15	90
Georgia	15	90	New Hampshire	15	90	Washington	10 <sup>f</sup>	50
Idaho	14	No	New Jersey	15	a	West Virginia	15	60
Illinois	b	No	New Mexico	15	No	Wisconsin	12	60
Indiana	12	90	New York	12	150	Wyoming	15	30
Iowa	30	-	North Carolina	10	a			
Kansas	12	90	North Dakota	*	No limit	T. H.	<u>21</u>	54
Kentucky	12	60	Ohio	15	90	Federal	<u>13</u>	No limit
Louisiana	*	No	Oklahoma	*	-			
Maine	12	90	Oregon	12	90	State Median	14	-
Maryland	30	100	Pennsylvania	*	No	State Mean	<u>14</u>	-

Source: Hawaii--Section 552, Revised Laws of Hawaii 1945, as amended.

States--Adapted from Council of State Governments, "Annual Vacation and Sick Leave Provisions for State Employees," 25 State Government 80 (April, 1952).

Federal--Section 204, Public Law 233, U.S. Code Congressional and Administrative Service, 82nd Congress, 1st session, 1951.

Table 20 (Continued)

- x State figures are for December, 1951; Federal figures effective January 6, 1952; Hawaii figure is current.
- y One week is equated uniformly as 5 days.
- \* Determined by department.
- a Cumulative (limit not specified).
- b No general rule.
- c Special "bank" thereafter, for extended illness.
- d Merit Council employees only.
- e Within 5 year period.
- f Or 1 day per month service.

Table 21

ANNUAL SICK LEAVE GRANTED TO PUBLIC OFFICERS AND EMPLOYEES<sup>a</sup> IN 27  
LARGE MAINLAND CITIES WITH A POPULATION OVER 300,000--AS OF JANUARY 1, 1951

Jurisdiction <sup>b</sup>	Days of Annual Sick Leave <sup>c</sup>	Cumula- tive to:	Jurisdiction <sup>b</sup>	Days of Annual Sick Leave <sup>c</sup>	Cumula- tive to:
Chicago, Ill.	15	-	Houston, Texas	15	60
Philadelphia, Pa.	30	120 <sup>d</sup>	Cincinnati, Ohio	15	90
Los Angeles, Calif.	18	45	Seattle, Wash.	12	90
Detroit, Mich.	17	-	Kansas City, Mo.	10	60
Baltimore, Md.	24 <sup>e</sup>	-	Newark, N. J.	15 <sup>f</sup>	No limit
Cleveland, Ohio	10	-	Denver, Colo.	12	100
St. Louis, Mo.	20	90	Oakland, Calif.	12	96
Washington, D. C.	15 <sup>f</sup>	-	Columbus, Ohio	12	60
Boston, Mass.	15	90	Portland, Ore.	15	30
San Francisco, Calif.	10	6 mo.	Louisville, Ky.	12	60
Pittsburgh, Pa.	14	Yes <sup>g</sup>	Rochester, N. Y.	11 <sup>h</sup>	1
Milwaukee, Wis.	15	90	Atlanta, Ga.	0	-
Buffalo, N. Y.	15	90			
New Orleans, La.	24	60	Median-Days	15	-
Minneapolis, Minn.	12	90	Mean-Days	<u>15</u>	

Source: Adapted from City Service Commission, Pay Fringe Benefits--Current Municipal Practices (Milwaukee, Wis: January, 1951), pp. 18-21.

- a Special provisions in 3 cities for blue-collar workers are omitted here.
- b Arranged according to population.
- c One week is here equated uniformly as 5 days; days are assumed to be working days; special provisions for firemen and policemen are omitted; special benefits such as payments of part or all of hospitalization insurance are omitted.
- d One-third of unused leave cumulative to 120 days.
- e Plus 48 days at  $\frac{1}{2}$  pay, all after 2 years.
- f 1949 data.
- g For 3 years.
- h Or 12 days for 6 day week employees.
- i Unused leave can be added to vacation.

Table 22

REGULAR HOLIDAY LEAVE OF PUBLIC EMPLOYEES IN HAWAII, THE  
FEDERAL SERVICE, AND 27 LARGE MAINLAND CITIES--1951

<u>Jurisdiction</u>	<u>Number of Regular Holidays Each Year</u>
Territory of Hawaii	15*
Federal Government	8
27 Large Mainland Cities <sup>†</sup>	11*x

Source: Hawaii--Section 21, Revised Laws of Hawaii 1945, as amended.

Federal--Title 5, Chapter 1, sec. 87b, U.S. Code Annotated, 1951.

Cities--Compiled from City Service Commission, Pay Fringe Benefits--Current Municipal Practices (Milwaukee, Wis: January, 1951).

\*Maximum number possible if all, including various election days, were to occur on allowable days in one year.

<sup>†</sup>Cities with a 1950 population in excess of 300,000.

<sup>x</sup>Mean and median number of days.