

C. Kimo Alameda, Ph.D.
Mayor

William V. Brillhante, Jr.
Managing Director

Merrick Nishimoto
Deputy Managing Director



HUMAN RESOURCES

SEP 04 2025

10:23 a.m. gfb
RECEIVED

Steven Pavao
Chair

Dr. Donala Kawa'auhau
Vice-Chair

Sommer J. Tokihiro
Ex-Officio Member

County of Hawai'i Salary Commission

Aupuni Center, 101 Pauahi Street, Suite 2, Hilo, Hawai'i 96720
(808) 961-8361 Fax (808) 961-8617

September 4, 2025

Sent via Email Only

To: C. Kimo Alameda, Ph.D., Mayor, County of Hawai'i
Holeka Goro Inaba, Ed.D., Chair, Hawai'i County Council
Kelden Waltjen, Prosecuting Attorney, Office of the Prosecuting Attorney
Gerald Kosaki, Chair, Fire Commission
Wil Okabe, Chair, Liquor Commission
Gabriella M. Cabanas, Chair, Merit Appeals Board
Rick Robinson, Chair, Police Commission

From: *gfb*
Steven Pavao, Chair, Salary Commission

Subject: Hawai'i County Salary Commission's Inquiry to the Appointing
Authorities Concerning Proposed Salary Adjustments for
Fiscal Year 2025-2026

On behalf of the Hawai'i County Salary Commission (Salary Commission), we kindly ask for your participation in answering a few questions concerning the salaries of department heads and deputies for your respective departments/agencies.

The objective of this exercise is to secure the best available information in determining whether future salary adjustments should be incorporated into the County of Hawai'i's Fiscal Year 2025-2026 budget. The adjustments may represent increases, decreases, or status quo (no adjustments). The questions are as follows:

1. What are the primary duties and responsibilities of the department/agency?
2. How many employees does the department/agency employ?
3. What is the department/agency organizational structure?
4. What does the department/agency operating budget and funding encompass?
5. What major challenges do the department/agency face?
6. Are there any overtime requirements of the department/agency?
7. What is your recommended salary adjustments and the rationale for these adjustments?

MERIT BOARD OF APPEALS
COUNTY OF HAWAII

Jules Dudoit, Luahiwa Namahoe, Sam Nelson, Dennis Riordan, Members

COM. NO. 25-07

DATE September 26, 2025

Hawai'i County is an Equal Opportunity Provider and Employer.

For informational purposes, at its meeting held on August 28, 2025, the Salary Commission discussed HGEA's recent negotiated raises for its members for the next four years. The Salary Commission is proposing to mirror HGEA's salary increases for executives and elected officials for the next four years: 3.5% increase for year one; 3.79% increase for year two, 4% increase for year three, and 4% increase for year four. Enclosed is "Exhibit A" which outlines the proposed salary increases over the four-year period.

We would sincerely appreciate receiving your response by Monday, September 15, 2025. For our boards and commissions, we understand your availability may be limited since advanced notice of our request may have to comply with meeting schedules and appropriate public notice for your respective boards and commissions. In such cases, we would be happy to accommodate you as best as possible.

If you have any questions, please contact Sommer Tokihiro at (808) 961-8361 or by email at Sommer.Tokihiro@hawaiicounty.gov. Please submit your response via email to Glynis Yamada at Glynis.Yamada@hawaiicounty.gov.

Your responses will be compiled and presented to the Salary Commission at their meeting scheduled for Wednesday, September 24, at 10:00 a.m., at the Council Chambers (you are welcome to attend).

We appreciate your time and effort and are grateful for your participation.

SP/gy

Enclosure

Copy to Department Directors/Administrators (via email only):

- Office of the Corporation Counsel
- Office of the County Auditor
- Office of the County Clerk
- Environmental Management Department
- Finance Department
- Fire Department
- Office of Housing and Community Development
- Human Resources Department
- Information Technology Department
- Liquor Control
- Office of Sustainability, Climate, Equity, and Resilience
- Parks and Recreation Department
- Planning Department
- Police Department
- Office of the Prosecuting Attorney
- Public Works Department
- Research and Development Department

Position	Base Compensation as of July 1, 2024	3.5% Increase eff. Jan. 1, 2026	Base Compensation eff. Jan.1, 2026
Mayor	209,028	7,320	216,348
Managing Director	197,496	6,924	204,420
Deputy Managing Director	170,676	5,976	176,652
Prosecuting Attorney	197,004	6,900	203,904
First Deputy Prosecuting Attorney	187,668	6,576	194,244
Fire Chief	194,400	6,804	201,204
Deputy Fire Chief	184,680	6,468	191,148
Chief of Police	197,052	6,900	203,952
Deputy Chief of Police	187,668	6,576	194,244
Corporation Counsel	197,004	6,900	203,904
Assistant Corporation Counsel	187,668	6,576	194,244
Director of Human Resources	165,384	5,796	171,180
Deputy Director of Human Resources	157,668	5,520	163,188
Director of Environmental Management	170,676	5,976	176,652
Deputy Director of Environmental Management	162,540	5,700	168,240
Director of Finance	170,652	5,976	176,628
Deputy Director of Finance	162,516	5,700	168,216
Housing Administrator	162,540	5,700	168,240
OSKER Administrator	162,540	5,700	168,240
Director of Planning	170,676	5,976	176,652
Deputy Director of Planning	162,540	5,700	168,240
Director of Public Works	170,460	5,976	176,436
Deputy Director of Public Works	162,348	5,688	168,036
Director of Parks and Recreation	165,540	5,796	171,336
Deputy Director of Parks and Recreation	157,668	5,520	163,188
Director of Information Technology	162,540	5,700	168,240
Director of Liquor Control	162,540	5,700	168,240
Director of Research and Development	162,540	5,700	168,240
Deputy Director of Research and Development	146,292	5,124	151,416
County Clerk	162,540	5,700	168,240
Deputy County Clerk	146,292	5,124	151,416
County Auditor	162,540	5,700	168,240
Council Chair	99,024	3,468	102,492
Council Member	90,024	3,156	93,180

Position	Base Compensation as of Jan. 1, 2026	3.79% Increase eff. July 1, 2026	Base Compensation eff. July 1, 2026
Mayor	216,348	8,208	224,556
Managing Director	204,420	7,752	212,172
Deputy Managing Director	176,652	6,696	183,348
Prosecuting Attorney	203,904	7,728	211,632
First Deputy Prosecuting Attorney	194,244	7,368	201,612
Fire Chief	201,204	7,632	208,836
Deputy Fire Chief	191,148	7,248	198,396
Chief of Police	203,952	7,740	211,692
Deputy Chief of Police	194,244	7,368	201,612
Corporation Counsel	203,904	7,728	211,632
Assistant Corporation Counsel	194,244	7,368	201,612
Director of Human Resources	171,180	6,492	177,672
Deputy Director of Human Resources	163,188	6,192	169,380
Director of Environmental Management	176,652	6,696	183,348
Deputy Director of Environmental Management	168,240	6,384	174,624
Director of Finance	176,628	6,696	183,324
Deputy Director of Finance	168,216	6,384	174,600
Housing Administrator	168,240	6,384	174,624
OSKER Administrator	168,240	6,384	174,624
Director of Planning	176,652	6,696	183,348
Deputy Director of Planning	168,240	6,384	174,624
Director of Public Works	176,436	6,696	183,132
Deputy Director of Public Works	168,036	6,372	174,408
Director of Parks and Recreation	171,336	6,504	177,840
Deputy Director of Parks and Recreation	163,188	6,192	169,380
Director of Information Technology	168,240	6,384	174,624
Director of Liquor Control	168,240	6,384	174,624
Director of Research and Development	168,240	6,384	174,624
Deputy Director of Research and Development	151,416	5,748	157,164
County Clerk	168,240	6,384	174,624
Deputy County Clerk	151,416	5,748	157,164
County Auditor	168,240	6,384	174,624
Council Chair	102,492	3,888	106,380
Council Member	93,180	3,540	96,720

Position	Base Compensation as of July 1, 2026	4% Increase eff. July 1, 2027	Base Compensation eff. July 1, 2027
Mayor	224,556	8,988	233,544
Managing Director	212,172	8,496	220,668
Deputy Managing Director	183,348	7,344	190,692
Prosecuting Attorney	211,632	8,472	220,104
First Deputy Prosecuting Attorney	201,612	8,076	209,688
Fire Chief	208,836	8,364	217,200
Deputy Fire Chief	198,396	7,944	206,340
Chief of Police	211,692	8,472	220,164
Deputy Chief of Police	201,612	8,076	209,688
Corporation Counsel	211,632	8,472	220,104
Assistant Corporation Counsel	201,612	8,076	209,688
Director of Human Resources	177,672	7,116	184,788
Deputy Director of Human Resources	169,380	6,780	176,160
Director of Environmental Management	183,348	7,344	190,692
Deputy Director of Environmental Management	174,624	6,996	181,620
Director of Finance	183,324	7,344	190,668
Deputy Director of Finance	174,600	6,984	181,584
Housing Administrator	174,624	6,996	181,620
OSCER Administrator	174,624	6,996	181,620
Director of Planning	183,348	7,344	190,692
Deputy Director of Planning	174,624	6,996	181,620
Director of Public Works	183,132	7,332	190,464
Deputy Director of Public Works	174,408	6,984	181,392
Director of Parks and Recreation	177,840	7,116	184,956
Deputy Director of Parks and Recreation	169,380	6,780	176,160
Director of Information Technology	174,624	6,996	181,620
Director of Liquor Control	174,624	6,996	181,620
Director of Research and Development	174,624	6,996	181,620
Deputy Director of Research and Development	157,164	6,288	163,452
County Clerk	174,624	6,996	181,620
Deputy County Clerk	157,164	6,288	163,452
County Auditor	174,624	6,996	181,620
Council Chair	106,380	4,260	110,640
Council Member	96,720	3,876	100,596

Position	Base Compensation as of July 1, 2027	4% Increase eff. July 1, 2028	Base Compensation eff. July 1, 2028
Mayor	233,544	9,348	242,892
Managing Director	220,668	8,832	229,500
Deputy Managing Director	190,692	7,632	198,324
Prosecuting Attorney	220,104	8,808	228,912
First Deputy Prosecuting Attorney	209,688	8,388	218,076
Fire Chief	217,200	8,688	225,888
Deputy Fire Chief	206,340	8,256	214,596
Chief of Police	220,164	8,808	228,972
Deputy Chief of Police	209,688	8,388	218,076
Corporation Counsel	220,104	8,808	228,912
Assistant Corporation Counsel	209,688	8,388	218,076
Director of Human Resources	184,788	7,392	192,180
Deputy Director of Human Resources	176,160	7,056	183,216
Director of Environmental Management	190,692	7,632	198,324
Deputy Director of Environmental Management	181,620	7,272	188,892
Director of Finance	190,668	7,632	198,300
Deputy Director of Finance	181,584	7,272	188,856
Housing Administrator	181,620	7,272	188,892
OSKER Administrator	181,620	7,272	188,892
Director of Planning	190,692	7,632	198,324
Deputy Director of Planning	181,620	7,272	188,892
Director of Public Works	190,464	7,620	198,084
Deputy Director of Public Works	181,392	7,260	188,652
Director of Parks and Recreation	184,956	7,404	192,360
Deputy Director of Parks and Recreation	176,160	7,056	183,216
Director of Information Technology	181,620	7,272	188,892
Director of Liquor Control	181,620	7,272	188,892
Director of Research and Development	181,620	7,272	188,892
Deputy Director of Research and Development	163,452	6,540	169,992
County Clerk	181,620	7,272	188,892
Deputy County Clerk	163,452	6,540	169,992
County Auditor	181,620	7,272	188,892
Council Chair	110,640	4,428	115,068
Council Member	100,596	4,032	104,628