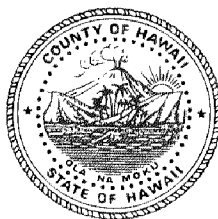


C. Kimo Alameda, Ph.D.
Mayor

William V. Brilhante, Jr.
Managing Director

Merrick Nishimoto
Deputy Managing Director



Steven Pavao
Chair

Dr. Donala Kawā'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

AGENDA

DATE: November 17, 2025 (Monday)
TIME: 10:00 a.m.
PLACE: Hilo Council Chambers, Hawai'i County Building
25 Aupuni Street, First Floor, Room 1401, Hilo, HI 96720

Commission members will participate in-person, via ZOOM, or by teleconference. Members of the public may attend this meeting either in-person at the meeting location or via ZOOM:

Join ZoomGov Meeting

<https://www.zoomgov.com/j/1613511683?pwd=pba8dpdf979m3bZPtslaPl2sugVtA5.1>

Meeting ID: 161 351 1683

Passcode: Nov17SC

Dial in:

Phone No.: 1 669 254 5252

Meeting ID: 161 351 1683

Passcode: 4449256

The meeting shall be automatically recessed for up to thirty (30) minutes to restore communication when audiovisual communication cannot be maintained with all members participating in the meeting and with the in-person location identified in this agenda. The meeting may reconvene when either audiovisual communication is restored, or audio-only communication is established after an unsuccessful attempt to restore audiovisual communication. If it is not possible to reconvene the meeting as provided in this section within thirty (30) minutes after an interruption to communication, the meeting shall be automatically terminated.

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

1. **Call to Order**

2. **Statements from the Public on Agenda Items** – Oral testimony may be presented to the Commission either at the outset of this meeting or immediately prior to the applicable agenda item.

3. **Approval of Minutes**

August 28, 2025

4. **Communication(s)**

(None.)

5. **New Business (for discussion and appropriate action)**

(None.)

6. **Unfinished Business (for discussion and appropriate action)**

Review Of Existing “Pay Plan For Executives And Elected Officials” To Include Discussion And Consideration Of Ideas For Adjustments To Future Salaries Of Executives And Officials

Communication No. 25-06, from Sommer J. Tokihiro, Director, Human Resources Department, received on November 6, 2025, submitting information regarding the current number of employees and the current number of funded positions for each department.

Communication No. 25-07, from Sommer J. Tokihiro, Director, Human Resources Department, received on November 7, 2025, submitting information regarding the salaries for employees where inversion exists between the deputy department heads and their subordinates.

(Unfinished Business continues on the next page.)

- A) **Communication No. 25-04**, from Salary Commission Chair Steven Pavao, dated September 4, 2025, regarding their inquiry to the appointing authorities concerning proposed salary adjustments for department heads and deputies. The Salary Commission is proposing to mirror the Hawai'i Government Employees Association (HGEA) salary increases for the next four years: 3.5% increase, effective January 1, 2026; 3.79% increase, effective July 1, 2026; 4% increase, effective July 1, 2027; and 4% increase, effective July 1, 2028 (see Exhibit "A").

(Note: Communication numbers 25-04.01 through 25-04.03 were received and filed at the Salary Commission meeting held on September 24, 2025.)

Communication No. 25-04.04, from Renee N. C. Schoen, Corporation Counsel, Office of the Corporation Counsel, dated September 24, 2025, responding to the Salary Commission's inquiry dated September 4, 2025; *and*

Communication No. 25-04.05, from Rick Robinson, Chair, Police Commission, dated September 24, 2025, responding to the Salary Commission's inquiry dated September 4, 2025; *and*

Communication No. 25-04.06, from Gabriella M. Cabanas, Chair, and Members of the Merit Appeals Board, dated November 10, 2025, responding to the Salary Commission's inquiry dated September 4, 2025.

B) Communication No. 25-05.01: Proposed Findings Of Fact By The 2025 County Of Hawai'i Salary Commission, Dated August 28, 2025

Pursuant to Section 13-28 of the Hawai'i County Charter (2024), as amended, the County of Hawai'i Salary Commission makes its findings in support of its decision to adjust the salaries and salary schedule of elected and appointed officials of the County of Hawai'i, to be effective January 1, 2026. (A table of the proposed salary increases are set forth and attached as Exhibit "A.")

Communication No. 25-05.02, from D. Kim Cobb-Adams, dated October 14, 2025, in opposition to salary increases/adjustments; *and*

Communication No. 25-05.03, from Gloria Kobayashi, Raymond Kobayashi, Gail A. Miyashiro, Kay Y. Shintani, and Merle K. Lai, dated November 4, 2025, in opposition to the raises.

7. Announcements

(None.)

8. Schedule Next Meeting Date

The Salary Commission may convene its next meeting on Monday, December 22, 2025, at 10:00 a.m., at the Hilo Council Chambers, Hawai'i County Building, 25 Aupuni Street, First Floor, Room 1401, Hilo, HI 96720.

9. Adjournment

If you need an auxiliary aid/service or other accommodation due to a disability, please contact Glynis Yamada at (808) 961-8361 or by email at Glynis.Yamada@hawaiicounty.gov as soon as possible. Requests made as early as possible will allow adequate time to fulfill your request. Upon request, this notice is available in alternate formats such as large print, Braille, or electronic copy.

Submitting Written Testimony: The Commission encourages the public to submit thoughts, comments, and input via written testimony. To ensure timely delivery to Commission members prior to the meeting, written testimony must be submitted before 12:00 noon on the business day prior to the meeting by: (1) email to Glynis.Yamada@hawaiicounty.gov, (2) facsimile to (808) 961-8617, or (3) mail to the Salary Commission at 101 Pauahi Street, Suite 2, Hilo, Hawai'i 96720-4224. All written testimony, regardless of time of receipt, will be part of the permanent record.

Board Packet: Pursuant to Hawai'i Revised Statutes Section 92-7.5, the Commission packet provided to members of this commission for this meeting is available for public inspection during regular business hours at 101 Pauahi Street, Suite 2, Hilo, Hawai'i 96720.

If you are a lobbyist, you must register with the Hawai'i County Clerk within five days of becoming a lobbyist [Article 15, Section 2-91.3(b), Hawai'i County Code]. A lobbyist means "any individual engaged for pay or other consideration who spends more than five hours in any month or \$275 in any six-month period for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials." [Article 15, Section 2-91.3 (a)(6), Hawai'i County Code]. Registration forms and expenditure report documents are available at the Office of the County Clerk-Council, 25 Aupuni Street, Hilo, Hawai'i 96720.