

1068 Lelepau Street
Hilo, Hawaii 96720

RCVD HUMAN RESOURCES
2025 NOV 5 AM 7:47

November 4, 2025

Chairperson Steven Pavao
Hawaii County Salary Commission
101 Pauahi Street, Suite 2
Hilo, Hawaii 96720

Dear Chairman Pavao and Salary Commission Members:

SOME QUESTIONS FOR THE COMMISSION TO CONSIDER:

- Why are only six of the nine positions filled? Can the Commission legally do its work?
- Why is it so difficult to get to your website? I have spent hours trying to locate the proposed salary increases. I was given instructions to go the County home page, then Human Resources, then Salary Commission, but when I click on the link to records.hawaiicounty.gov, I get the error message: "site can't be reached." After waiting ten minutes, the site connects. Can you imagine an average citizen trying to get information? I am a retired librarian and I've had trouble.
- Why are there two websites for the Salary Commission? One is under [www.hawaiicounty.gov/our-county/boards and commission/](http://www.hawaiicounty.gov/our-county/boards-and-commission/), which has old information; the other is under the County of Hawaii home page, which leads to the 2025 work of the Commission. However, under the heading "Minutes," there is nothing.
- Why is the ad in the October 15, 2025 Hawaii Tribune-Herald the only print source of the pay increase listings? While searching online, I found the pay increases on the "Big Island Thieves" website, which is mystifying.
- Why is there no statement on how and when the increases are to be approved?

SOME ARGUMENTS AGAINST THE PAY RAISES:

1) The 2025 Findings of Fact explain that the increases were based on contract negotiations with the County bargaining units. Is this enough of an incentive for salary increases?

2) The total compensation for 34 positions listed (Plus 7 Council members) adds up to \$6,913,000.00 on July 1, 2028. Average pay raises from 2025 until 2028 range from a low of \$4,032.00 to \$9,348.00 every year. Should the Mayor and Managing Director earn \$242,892 and \$229,500 in 2028? Should the County Council

SALARY COMMISSION
COUNTY OF HAWAII

Comm. No. 25-05.03
Date November 17, 2025

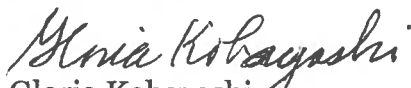
members make \$104,628 in 2028? Can our County's budget afford the increase? Aren't there more pressing issues that need to be funded?

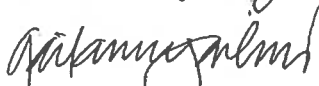
3) Hawaii's economy is in a recession, with more people out of work and businesses struggling to get by. The average citizen is taking home less money or working two jobs because of the high cost of living. The poor of our Island are really hurting. How will a pay raise help our residents and businesses?

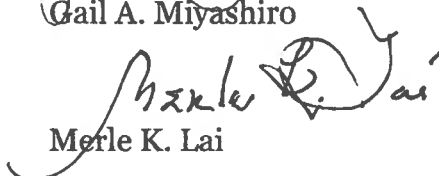
4) Where is the "Service" in Public Service? How are our County leaders making life so much better for us average people that they deserve a pay raise?

Please show some forethought and compassion for the people of our Island and not approve the raises.

Sincerely,


Gloria Kobayashi


Gail A. Miyashiro


Merle K. Lai


Raymond Kobayashi


Kay Y. Shintani