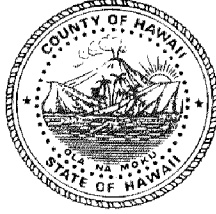


C. Kimo Alameda, Ph.D.
Mayor

William V. Brillhante, Jr.
Managing Director

Merrick Nishimoto
Deputy Managing Director



Gabriella M. Cabanas
Chair

Suzi Bond
Vice-Chair

County of Hawai'i Merit Appeals Board

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

Agenda

December 18, 2025 (Thursday)

9:00 a.m.

Hilo Council Chambers

Hawai'i County Building

25 Aupuni Street, First Floor, Room 1401

Hilo, HI 96720

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/1605553392?pwd=mlMPzifD7hINq7b9c9iTTb52pfpVoz.1>

Meeting ID: 160 555 3392

Passcode: Dec18MAB

Dial in: 1 669 254 5252 US

Meeting ID: 160 555 3392

Passcode: 42665435

The members of the Merit Appeals Board will attend this meeting in-person at the Hilo Council Chambers and via Zoom. 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.

Gilbert J. Aguinaldo, Daniel "Niel" Thomas, Members

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

1) **Call to Order**

2) **Addendum to Agenda** (Requires four votes and must comply with Hawai‘i Revised Statutes § 92-7(d))

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

4) **Approval of Minutes**

○ September 26, 2025

○ October 30, 2025

5) **Director’s Report**

MAB Monthly Divisional Activity Report: December 2025

- Administrative Services Division
- Classification & Pay Division
- Equal Opportunity/ADA Division
- Health & Safety Division
- Labor Relations Division
- Personnel & Organizational Development Division
- Recruitment & Examination Division
- Workers’ Compensation Division

6) **Communication(s)**

Communication No. 25-09, received on November 14, 2025, from Appellant, appealing a Recruitment and Examination action by the Hawai‘i County Human Resources Department.

Board Action Required: Setting a hearing date and deadlines for submittal of documents.

7) **New Business (for discussion and appropriate action)**

(None.)

8) Unfinished Business (for discussion and appropriate action)

Informational update by Merit Appeals Board Chair, Gabriella M. Cabanas, concerning her attendance at the Salary Commission's Public Hearing held on November 17, 2025, regarding proposed salary adjustments for Fiscal Year 2025-2026 for the Director and Deputy Director of the Department of Human Resources.

Note: The above matter was discussed at its meeting held on October 30, 2025 (reference Communication numbers 25-07 – 25-07.02). The Board members approved her attendance and representation at the Salary Commission's Public Hearing scheduled on November 17, 2025.

9) Announcements

10) Schedule Next Meeting Date

The Merit Appeals Board will convene its next meeting on Friday, January 16, 2026, at 9:00 a.m., at the Hilo Council Chambers, Hawai'i County Building, 25 Aupuni Street, First Floor, Room 1401, Hilo, HI 96720.

11) 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 Board encourages the public to submit thoughts, comments, and input via written testimony. To ensure timely delivery to Board Members prior to the meeting, written testimony should 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 Merit Appeals Board 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 board packet provided to members of this board 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

Merit Appeals Board

December 18, 2025

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.