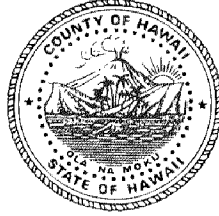


C. Kimo Alameda, Ph.D.
Mayor

William V. Brilhante, Jr.
Managing Director

Merrick Nishimoto
Deputy Managing Director



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

AGENDA

DATE: December 22, 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/1601171225?pwd=bWRAZqaC6rJUJt2nf8cxnO1y3w8lj.1>

Meeting ID: 160 117 1225
Passcode: Dec22SC

Dial in:
Phone No.: 1 669 254 5252 US
Meeting ID: 160 117 1225
Passcode: 2492401

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**

- December 22, 2023 (Regular Session)
- December 19, 2024 (Regular Session)
- September 24, 2025 (Regular Session)
- November 17, 2025 (Public Hearing)
- November 17, 2025 (Regular Session)

4. **Communication(s)**

(None.)

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

(None.)

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

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.")

(Note: The above matter was discussed at the Salary Commission's meeting held on September 24, 2025. On November 17, 2025, a public hearing was held in Hilo where members of the public were given the opportunity to participate in-person or by videoconference or via ZOOM. The Commission may adopt its salary adjustment proposal at its meeting scheduled for December 22, 2025.)

7. **Announcements**

(None.)

8. Schedule Next Meeting Date

The Salary Commission may convene its next meeting on Tuesday, January 27, 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 board packet provided to members of this Commission for this meeting is available for public inspection "three (3) full business days" before the meeting date during regular business hours at 101 Pauahi Street, Suite 2, Hilo, Hawai'i 96720.

Notice to Lobbyists: 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.