

**PROPOSED FINDINGS OF FACT BY THE 2025 COUNTY OF HAWAI'I  
SALARY COMMISSION DATED AUGUST 28, 2025**

Pursuant to Section 13-28 of the County Charter for the County of Hawai'i Charter (2024), as amended (hereinafter "Charter"), the County of Hawai'i Salary Commission (hereinafter "COH Salary Commission") hereby makes the following findings in support of its decision to adjust the salaries and salary schedules of elected and appointed officials of the County of Hawai'i to be effective January 1, 2026:

1. The COH Salary Commission has the authority to review and set compensation for all County executive positions, elected positions and appointed positions of directors and deputy directors (collectively hereinafter "Covered Positions") so that their total compensation and benefits have an equitable and reasonable relationship to compensation in the public and private sectors.
2. Historically, the salaries established by the COH Salary Commission have been indexed to the increases given to County of Hawai'i employees in Collective Bargaining Units 11 (HFFA), 12 (SHOPO), and 13 (HGEA - Professional and Scientific Employees) (collectively hereinafter, "BUs") and the various managerial employees who are excluded from collective bargaining (collectively hereinafter "Excluded Managers"), but whose salaries are tied to the BUs.
3. After its July 2024 5% pay increase, the COH Salary Commission deferred further salary increases to afford the collective bargaining units to negotiate contracts. HGEA negotiated the following raises for its members in bargaining unit 13 for the next four years: Year One: 3.5% increase, Year Two: 3.79% increase, Year Three: 4% increase and Year Four: 4% increase.
4. In accordance with the Charter and Hawai'i Revised Statutes Chapter 92, the COH Salary Commission held a meeting on August 28, 2025 and will hold meetings on November 17, 2025 and December 22, 2025. These meetings were duly noticed and afforded opportunities for public comment and testimony was received.
5. To facilitate and assist in its review of compensation for the Covered Positions, and as required by the Charter, the COH Salary Commission consulted with those boards and commissions which have appointing authority for department heads, specifically, it solicited input from the Police Commission, Fire Commission, and Merit Appeals Board. The COH Salary Commission also afforded the Mayor of the County of Hawai'i and all Covered Positions to submit input and/or recommendations for the COH Salary Commission to consider. The COH Salary Commission also considered all testimony both written and oral received to date, current cost-of-living index information, the purchasing price of a dollar in 2025, the March 3, 2025 Classification and Compensation

**SALARY COMMISSION  
COUNTY OF HAWAI'I**

Comm. No. 25-05.01  
Date November 17, 2025

Study conducted by MGT for the County of Maui, historical salary data, salaries of excluded managers within the County of Hawai'i, the schedule of raises for both included and excluded subordinates over the past five years, challenges with recruitment for positions within the County of Hawai'i, the duties and responsibilities of the Covered Positions with the County of Hawai'i, salaries of the Covered Positions' counterparts in other county jurisdictions within the State, inversion challenges, and other public and private industry data.

6. The COH Salary Commission acknowledges that interest arbitrations are currently pending for employees in Bargaining Units 11, 12, and 15, and any pay raises for contract period July 1, 2025 through June 30, 2029 have not yet been finally determined. Employees whose positions are included in or indexed to BU 13 are set to receive a cumulative total of 15.29% in salary increases for the period July 1, 2025 through June 30, 2029. Covered Positions have not and currently are not scheduled to receive any increase in salaries since July 1, 2024.
7. The COH Salary Commission considered all the above information and determined it was necessary to be competitive with the current compensation of Covered Positions to ensure the County's ability to both retain and recruit qualified employees.
8. The COH Salary Commission notes that Department Heads and Deputy Department Heads may suffer from salary "inversion" where subordinate Civil Servant and/or Excluded Manager employees are paid higher salaries than the Department Heads and Deputy Department Heads who supervise them and oversee their work. This inversion provides a disincentive for experienced Civil Servants and/or Excluded Managers to step into Department Head and Deputy Department Head positions when they are vacated and makes it difficult for the Mayor and appointing boards and commissions to appoint or promote experienced employees from within the County of Hawai'i or to recruit qualified candidates for employment. The COH Salary Commission considered inversion information, which compared base salaries that did not also include other forms of monetary compensation, such as overtime pay and step increases. None of the Covered Positions are eligible for overtime pay or step increases.
9. To keep pace with CPI inflation rates, pay increases granted to BU 13 employees, and to avoid further inversion scenarios where Civil Servants and/or Excluded Managers may be paid more than their Department Head and Deputy Department Heads, the COH Salary Commission concludes that the following annual salary adjustments in base salary for Covered Positions are necessary and appropriate: Year One: 3.5% effective January 1, 2026 or on the first day of the month following the COH Salary Commission's final approval, Year Two: 3.79% on July 1, 2026, Year Three: 4% on July 1, 2027, and Year Four: 4% on July 1, 2028. These adjustments are consistent with the wages paid to other County of Hawai'i employees in collective bargaining units who receive across the board pay increases, step movements, and overtime. It shall be implemented and is consistent

with the principles of adequate compensation for work performed and preservation of a reasonable relationship to compensation in the public and private sectors, as the COH Salary Commission is directed to do by Section 13-28 of the Charter. A table of the recommended salary increases as set forth in this section are attached hereto as Exhibit "A".

10. The COH Salary Commission strongly recommends that this Commission meet annually, before the budget cycle begins, and make the appropriate adjustments going forward.
11. On August 28, 2025, the COH Salary Commission acknowledged its charge pursuant to the Charter is to review and compensate all County elected officials and appointed Department Head and Deputy Department Heads so that their total salaries and benefits have a reasonable relationship to compensation in the public and private sectors. The COH Salary Commission approved these Proposed Findings of Fact on September 24, 2025 recommending the salary adjustments for FY 2026-2029 for Covered Positions as further detailed in Exhibit "A", and will hereafter ensure publication at least once in two daily newspapers of general circulation, submit said Proposed Findings of Fact to the Office of the County Clerk and the Office of the Mayor for public inspection and will hold a public hearing on these Proposed Findings of Fact on a date to be announced in the aforementioned newspaper publication. Any adjustment that increases or decreases any salary by more than ten percent shall require an affirmative vote of two-thirds of the entire membership of the COH Salary Commission. Following public hearing, the COH Salary Commission may vote to approve the recommended salary increases attached hereto as Exhibit "A" at its next duly scheduled and noticed meeting.
12. The COH Salary Commission is comprised of volunteer commissioners who are mindful of current economic conditions and anticipated concerns of the public. The COH Salary Commission balanced such against their obligation to set salaries consistent with the principles of adequate compensation for work performed while preserving a reasonable relationship between the salaries it sets for Covered Positions so that their total salaries and benefits have a reasonable relationship to compensation in the public and private sectors, mindful that the salaries of other County of Hawai'i employees have regular salary increases.
13. The COH Salary Commission is aware that salaries offered for equivalent work in the private sector may be higher than that offered by the County of Hawai'i. The COH Salary Commission also notes that other employees may continue to make higher wages based on their ability to receive overtime pay. The COH Salary Commission's intent is to bring Covered Positions up to a fair and equitable salary consistent with these Proposed Findings of Fact to facilitate recruitment and retention of qualified Covered Positions.

The above Findings of Fact will be available for public inspection at the Office of the County Clerk and the Office of the Mayor as required by Section 13-28(e) of the Hawai'i County Charter.

<b>Position</b>	<b>Base Compensation as of Jan. 1, 2025</b>	<b>3.5% Increase eff. Jan. 1, 2026</b>	<b>Base Compensation eff. Jan.1, 2026</b>
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
OSCER 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

<b>Position</b>	<b>Base Compensation as of Jan. 1, 2026</b>	<b>3.79% Increase eff. July 1, 2026</b>	<b>Base Compensation eff. July 1, 2026</b>
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
OSCER 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

<b>Position</b>	<b>Base Compensation as of July 1, 2026</b>	<b>4% Increase eff. July 1, 2027</b>	<b>Base Compensation eff. July 1, 2027</b>
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

<b>Position</b>	<b>Base Compensation as of July 1, 2027</b>	<b>4% Increase eff. July 1, 2028</b>	<b>Base Compensation eff. July 1, 2028</b>
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
OSCER 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