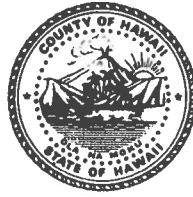


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RCVD HUMAN RESOURCES
2025 AUG 21 PM 3:04

HAWAII COUNTY COUNCIL - DISTRICT 2

25 Aupuni Street • Hilo, Hawaii 96720

August 21, 2025

SUBJECT: Requesting Consideration for Pay Increases for Directors of DPW and DEM

Aloha Chair Pavao and Members of the Salary Commission,

Mahalo for your work and service on the Salary Commission. The 5% increase in salary for the directors and administrators across the County that went into effect on July 1st, 2024 was much appreciated and long overdue, considering the rising cost of living and inflation. However, the feedback we continue to hear from the Administration and the public is that filling the roles of the Director of Public Works (DPW) and the Director of Environmental Management (DEM) are two of the most challenging positions to fill due in major part to salaries that are below those in the private sector. These two positions are also two of the most critical leadership positions in our county government as they are responsible for overseeing a multitude of public health and safety projects that are critical to the well-being of our residents and our community.

Due to the level of qualifications these positions require, the large number of staff they manage, the complexity of the job, the extensive budget and contract oversight responsibilities, and that they are Mayoral appointments with little job security, it is imperative that we strive to offer competitive salaries. We have heard repeatedly that the salaries being offered are not in line with the demands of these positions, nor comparable to what can be earned in the private sector. It is crucial to the infrastructure of the entire County that we fill these positions with qualified individuals. Please consider reevaluating the roles and responsibilities of these Director positions to determine if there is a way to make their pay more competitive.

Mahalo for your time and consideration,

SALARY COMMISSION
COUNTY OF HAWAII

Comm. No. 25-03
Date August 28, 2025