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### SALARY COMMISSION KE KOMIKINA UKU HANA

200 S. High St., Wailuku, HI 96793  
Phone/Ke Kelepona: (808) 270-7855; Fax/Ke Kelepa'i: (808) 270-7870  
E-mail /Ka Lekouila: [Salary.Commission@co.maui.hi.us](mailto:Salary.Commission@co.maui.hi.us)  
Webpage/Ke Kahuapa'a: <https://www.mauicounty.gov/197/Salary-Commission>

OFFICE OF THE  
COUNTY CLERK

#### REGULAR MEETING AGENDA

Documents related to agenda items listed are hyperlinked and also available at,  
<https://www.mauicounty.gov/DocumentCenter/Index/5184>

#### KA PAPA KUMUMANA'O HĀLĀWAI MA'AMAU

Ua loulou 'ia nā palapala e pili ana i nā 'ikamu papa kumumana'o, a aia i 'ane'i:  
<https://www.mauicounty.gov/DocumentCenter/Index/5184>

PURSUANT TO CHAPTERS 91 AND 92, HAWAII REVISED STATUTES AS AMENDED,  
NOTICE IS HEREBY GIVEN OF A REMOTE PUBLIC MEETING OF THE MAUI COUNTY  
SALARY COMMISSION

*E LIKE ME KA MOKUNA 91 ME 92, KE KĀNĀWAI 'AHA'ŌLELO HAWAI'I I HO'OPONOPONO  
'IA, EIA KE HO'OLAHA 'IA AKU NEI KEKAHI HĀLĀWAI MA'AMAU A LOLOUILA A KE  
KOMIKINA UKU HANA O KE KALANA O MAUI NO KA LEHULEHU*

<b>DATE: KA LĀ:</b>	<b>Friday, January 9, 2026 Pō'alima, 9 'Ianuali, 2026</b>
<b>TIME/KA HOLA:</b>	<b>9:00 a.m.</b>
<b>REMOTE ACCESS:</b>	<b>VIA MICROSOFT TEAMS:</b> Log onto <a href="https://aka.ms/join-a-meeting">https://aka.ms/join-a-meeting</a> and enter <b>Meeting Id: 299 693 755 764 60</b>  <b>Meeting Password: s46Pm28C</b>  Join by Phone: <b>1-808-800-0254</b> (toll free) Access Code: <b>486 673 242#</b>
<b>KE KAHUA HĀLĀWAI LOLOUILA:</b>	<b>Ka 'Ōnaehana Kūka'ipā Lolouila</b> <i>E e'e ma a <a href="https://aka.ms/join-a-meeting">https://aka.ms/join-a-meeting</a> e kikokiko:</i> <b>Ka Helu Hālāwai: 299 693 755 764 60</b>  <b>Ka 'Ōlelo Huna: s46Pm28C</b>  <i>E e'e me ke kelepona: <b>1-808-800-0254</b></i> <b>Ka Helu Hālāwai: 486 673 242#</b>

<p><b>IN-PERSON LOCATION</b></p> <p><b>KE KAHUA HĀLĀWAI MAOLI:</b></p>	<p><b>Department of Planning Conference Room</b>          Kalana Pakui Building, Room 140          250 S. High St., Wailuku, Maui, HI 96793</p> <p><b>Ka Lumi Hālāwai o ka ‘Oihana Kālai‘āina</b>          Kalana Pakui Building Rm#140          250 S. High St., Wailuku, HI 96793</p>
<p><b>MEETING AGENDAS:</b></p> <p><b>NĀ PAPA KUMUMANA‘O HĀLĀWAI:</b></p>	<p>English Meeting agendas are posted in accordance with HRS Chapter 92. ‘Ōlelo Hawai‘i agendas will be posted as soon as practicable within ‘Ōlelo Hawai‘i Agendas of the board website in accordance with Maui County Code Section 2.02.020</p> <p><i>Ho‘ouka ‘ia Nā Papa Kumumana‘o Pelekānia e like me ka Mokuna 92 HRS. Ho‘ouka ‘ia Nā Papa Kumumana‘o ‘Ōlelo Hawai‘i ke mākaukau e like me Ke Kānāwai o Ka Māhele 2.02.020 o Ke Kalana o Maui</i></p>

COMMISSIONERS: Grant Nakama (Chair), William Curtis, Jr. (Vice Chair), Lindsay Ball, Andrew Ho, Gerri Lewis, Lois Prey, Lester Iwao Yano, Kelly Davison, *Vacant* Cynthia Razo-Porter (Ex-Officio) Director, Dept. of Personnel Services, County of Maui

*NĀ KOMIKINA: Grant Nakama (Ka Luna Ho‘omalū), William Curtis, Jr. (Ka Hope Luna Ho‘omalū), Lindsay Ball, Andrew Ho, Gerri Lewis, Lois Prey, Lester Iwao Yano, Kelly Davison, Hakahaka Cynthia Razo-Porter (Ma muli o ke kūlana) Po‘o ‘Oihana, ka ‘Oihana Lawelawe Limahana, Ke Kalana o Maui*

PHYSICAL LOCATION: Members of the public may observe the remote meeting or testify in-person using audio/visual technology at the Dept. of Planning Conference Room (see address above).

*KE KAHUA HĀLĀWAI MAOLI: Hiki nō i ka lehulehu ke nānā i ka hālāwai lolouila a i ‘ole ke ha‘i mana‘o he alo a he alo me ka ‘ōnaehana ‘aukiō/wikiō ma ka Lumi Hālāwai o ka ‘Oihana Kālai‘āina (e nānā i luna a‘e nei no ka helu wahi noho).*

NOTE: Board Members may not be physically present at this location.  
*E NĀNĀ: ‘A‘ole paha nā komikina ma ke kahua hālāwai maoli.*

REMOTE MEETING LOCATION Interactive conferencing technology via Microsoft Teams. To view and/or provide testimony log onto, <https://aka.ms/join-a-meeting>, and enter **Meeting Id: 299 693 755 764 60** **Meeting Password: s46Pm28C** or use the meeting link listed below:  
[Join the meeting now](#)

*KE KAHUA HĀLĀWAI LOLOUILA: Ka ‘ōnaehana kūka‘ipā ma o ka Microsoft Teams. No ka nānā ‘ana a me ka ha‘i mana‘o ‘ana i ka ‘ōlelo hō‘ike, e e‘e ma luna o <https://aka.ms/join-a-meeting>, a e kikokiko i ka **Helu Hālāwai: 299 693 755 764 60** **Ka ‘Ōlelo Huna: s46Pm28C** a i ‘ole e kaomi i ka loulou: [Join the meeting now](#)*

PHONE ACCESS: To provide testimony by phone OR listen to the meeting, DIAL **1-808-800-0254** (toll free) and enter **486 673 242#**

*KE KELEPONA: No ka ha‘i mana‘o ‘ana me ke kelepona a i ‘ole ka ho‘olohe ‘ana i ka hālāwai, e WILI iā **1-808-800-0254** (uku ‘ole) a e kikokiko iā **486 673 242#***

EXECUTIVE SESSION: An executive session may be called in order for the Salary Commission to consult with its attorney on questions and issues pertaining to the commission's powers, duties, privileges, immunities and liabilities, pursuant to Section 92-5(a)(2), 92-5(4), or 92-5(a)(8), Hawaii Revised Statutes on any items listed below.

*KE KAU KAPU: E kāhea 'ia paha kekahi kau kapu i mea e kūkā ai ke Komikina Uku Hana me kona po'e loio e pili ana i nā nīnau a me nā mea e pili pū ana i ka mana, ke kuleana, a me ke kumu 'ai'ē e like me ka Paukū 92-5(a)(2), 92-5(4), a i 'ole 92-5(a)(8), ke Kānāwai 'Aha 'Ōlelo Hawai'i, e pili ana i kekahi 'ikamu ma lalo nei.*

1. CALL TO ORDER AND ROLL CALL  
E HO'OMALU A ME KE KIKOLĀ

2. Public Testimony – Testimony is limited to 3 minutes per agenda item.

*Ka 'Ōlelo Hō'ike Lehulehu – Kau palena 'ia ka 'olelo hō'ike he 3 minuke no kēlā me kēia 'ikamu*

3. Review and approval of [Minutes for September 12, 2025 meeting](#).

*E nānā a e 'āpono i nā [Minuke mai ka hālāwai i ka 12 Kepakemapa, 2025](#)*

4. New Business  
*Nā Mea Hou*

- A. Discussion and consideration of [letter from Managing Director Nishita, dated December 1, 2025](#), regarding Salary Commission Request for Information.

*Ke kūka a me ka no'ono'o pono 'ana i [ka leka mai Ka Luna Ho'okele Nishita, ma ka 1 Kekemapa 2025](#), e pili ana i Ke Noi Uku Hana no ka 'ikepili.*

5. Old Business  
*Nā Mea Kahiko*

- A. Discussion and consideration of Rules of Practice and Procedure for the Salary Commission (aka "Administrative Rules")

*Ke kūkā a me ka no'ono'o pono i Nā Lula a me Ke 'Ano o ka Hana e Hana ai no Ke Komikina Uku Hana ("Nā Lula Ho'okele")*

- i. Update from Corporation Counsel regarding [Rule 01-101-14, Definitions](#).

*Nā Mana'o Hou mai Ka Papa A'oa'o Ko'iko'i e pili ana i [Ka Lula 01-101-14, Wehewehena](#).*

- ii. Consideration of change from Robert's Rules of Order to [Rosenberg's Rules of Order](#) in Rule 01-101-7, Meetings.

*Ka no'ono'o pono 'ana i ka ho'ololi 'ana mai Ke Ka'ina Hana Pa'a 'o Robert i [Ke Ka'ina Hana Pa'a 'o Rosenberg](#) ma Ka Lula 01-101-7, Nā Hālāwai.*

6. Discussion and consideration of meeting schedule and materials/information the Salary Commission would like to review for 2026.

*Ke kūkā a me ka no'ono'o pono i ka papa manawa hālāwai a me nā lako e pono ai/ka 'ikepili a Ke Komikina Uku Hana e nā'ana ai no 2026.*

- A. Discuss moving meeting currently scheduled for March 13, 2026 to a different date in March.

*Ke kūkā o ka ho'ololi 'ana i ka hālāwai e kū nei ma ka 13 o Malaki 2026 i kekahi lā 'ē a'e ma Malaki.*

7. ADJOURNMENT  
KA HO'OKU'UNA

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**NOTE / E NĀNĀ:**

AGENDA ITEMS ARE SUBJECT TO CANCELLATION: For a confirmation of the meeting date and time, contact the Commission Staff at the Office of the Mayor, 200 South High Street, Wailuku, Hawaii 96793, (808) 270-7855, 1-800-272-0117 (toll-free from Molokai), 1-800-272-0125 (toll-free from Lanai), (808) 270-7870 (fax).

*HIKI PAHA KE KĀPAE 'IA NĀ 'IKAMU PAPA KUMUMANA'O: I mea e hō'ōia ai i ka lā me ka hola o ka hālāwai, e hō'ike aku i ka makemake i kekahi Limahana Komikina ma ke Ke'ena o ka Meia, 200 South High Alanui, Wailuku, Hawaii 96793, (808) 270-7855, 1-800-272-0117 (uku 'ole no Moloka'i mai), 1-800-272-0125 (uku 'ole no Lāna'i mai), (808) 270-7870 (ke kelepa'i).*

MEETING LOCATION: is subject to change without notification.

*KE KAHUA HĀLĀWAI MAOLI: hiki ke ho'ololi 'ia me ka ho'omaopopo 'ole aku.*

SPECIAL ASSISTANCE: If any person needs an auxiliary aid/service or an accommodation due to a disability, please email [Salary.Commission@co.maui.hi.us](mailto:Salary.Commission@co.maui.hi.us) or call (808) 270-8211, as soon as possible, and preferably at least three (3) business days prior to the meeting. Requests made as early as possible will allow adequate time to fulfill the request. Upon request, this notice is available in alternate formats such as large print, Braille, or electronic copy.

*KE KĀKO'O KŪIKAWĀ: Ke pono kekahi kanaka i ke kāko'o 'aukiō a i 'ole kekahi 'ano lawelawe no ke kīnā, e leka uila aku iā [Salary.Commission@co.maui.hi.us](mailto:Salary.Commission@co.maui.hi.us) a i 'ole e kelepona aku iā (808) 270-8211, me ka wikiwiki i hiki, a he 'ekolu (3) lā hana ma mua o ka hālāwai ma ka li'ili'i loa. E 'ae 'ia ana ka wā e ho'okō i ken oi inā noi koke 'ia mai. Me ke noi, aia kēia hō'ike ma nā 'ano like 'ole e la'a ho'i me ka hua palapala nui, Ka Mākau Lonoa Ho'opā Heluhelu, a i 'ole ma o ke kope uila.*

DOCUMENTS ON FILE WITH THE COMMISSION: Which may include correspondence relating to the agenda items, may be viewed prior to the meeting date by visiting, <https://www.mauicounty.gov/197/Salary-Commission>. Photocopies may be ordered, subject to charges imposed by law (Maui County Code, Sec. 2.64.010). Please contact the Office of the Mayor to arrange photocopying of documents.

*NĀ PALAPALA PA‘A LIMA A KE KOMIKINA: Hiki ke nāna ‘ia ma mua o ka lā o ka hālāwai, e like paha me ka pāpā ‘ōlelo e pili ana i kekahi ‘ikamu, ke kipa aku iā <https://www.mauicounty.gov/197/Salary-Commission>. Hiki ke ‘oka ‘ia ke kope ki‘i me ke kākī a ke kānāwai i ho‘okō ai (ke Kānāwai Kalana o Maui, Paukū 2.64.010). E hō‘ike aku i ke Ke‘ena o ka Meia no ke kope ki‘i ‘ana i ka palapala.*

**INTERRUPTION IN VIDEO/AUDIO:** If the connection between any testifier and the video conference is lost, the meeting will continue. A meeting held by interactive conference technology shall be automatically recessed for up to 30 minutes to restore communication when audiovisual communication cannot be maintained with Commission members participating in the meeting or with the public location identified above. If connection cannot be restored within 30 minutes, the meeting is automatically terminated.

*HO‘OKA‘AWALE KA ‘AUKIŌ/WIKIŌ: Ke lilo ke ku‘ina pūnaeweke ma waena o kekahi mea ha‘i mana‘o a lilo paha ka hālāwai lolouila, e mau aku nō ka hālāwai. E ho‘omalolo pololei ‘ia aku nō kekahi hālāwai me ka ‘ōnaehana kūka‘ipā no 30 minuke ma ka nui loa e ho‘oponopono i ke keleka‘a‘ike ke hiki ‘ole ke kūkā ‘aukiō/wikiō me nā Komikina ma ka hālāwai a i ‘ole ma ke kahua lehulehu i hō‘ike ‘ia i luna a‘e. Ke hiki ‘ole ka ho‘oponopono ‘ia o ke keleka‘a‘ike i loko o ke 30 minuke, ho‘ōki ‘ia aku ka hālāwai.*

**ATTENDANCE:** If any member of the Commission is unable to attend the scheduled meeting, please contact staff at least one day prior to the meeting date. Thank you for your cooperation.

*KA HELE ‘ANA: Inā ‘a‘ole hiki i kekahi Komikina ke hele i ka hālāwai i ho‘olālā ‘ia, e hō‘ike aku i kekahi limahana he ho‘okahi lā ma mua o ka hālāwai ma ka li‘ili‘i. Mahalo i kou kōkua ‘ana mai.*

### TESTIMONY PROCEDURES

Oral or written testimony on any agenda will be accepted.

#### KA LOINA ‘ŌLELO HŌ‘IKE

*E lohe ‘ia ka ‘ōlelo hō‘ike ha‘i waha me ka i kākau ‘ia e pili ana i nā papa kumumana‘o like ‘ole.*

Testimony will be taken at the beginning of the meeting and when each item is deliberated. Testifiers may only testify once per item.

*E lohe ‘ia ka ‘ōlelo hō‘ike i ka ho‘omaka ‘ana o ka hālāwai, i ka wā i kūkā ‘ia ai kēlā me kēia ‘ikamu. Ho‘okahi wale nō manawa a ka mea ha‘i mana‘o e ha‘i mana‘o aku ai no kekahi ‘ikamu.*

Testifiers are asked to provide your name and the agenda item number testifying on.

*Noi ‘ia nā mea ha‘i mana‘o e hō‘ike i kou inoa a me ka helu ‘ikamu papa kumumana‘o āu e ha‘i mana‘o aku ai.*

Testifiers are limited to three (3) minutes to testify per agenda items. If unable to conclude, testifier may request additional time; time limits for testimony may be modified and approved by a majority of the Commission.

*Kaupalena ‘ia ka ‘ōlelo hō‘ike i ‘ekolu (3) minuke o ka mea ha‘i mana‘o e ha‘i mana‘o aku ai no kekahi ‘ikamu papa kumumana‘o. Ke hiki ‘ole ka ho‘opau ‘ana, hiki i ka mea ha‘i mana‘o ke noi i manawa hou aku; hiki ke ho‘ololi ‘ia ka palena ha‘i mana‘o inā ‘āpono ‘ia e ka hapa nui o nā Komikina.*

REMOTE TESTIMONY: Testifiers via video may sign-up using the Chat function by sending a Direct Message to the Commission Secretary, signifying your intention to testify. Testimony shall not be submitted within the Chat function, the Chat function may not be used to contact Commission members, or other meeting participants, for commenting on the agenda items, or other matters. Individuals may be disconnected from the meeting for breaking decorum.

*KA 'ŌLELO HŌ'IKE LOLOUILA: Hiki i ka po'e ha'i mana'o ke kāinoa me ka pahu kolekole ke leka pololei aku i ke Kākau'ōlelo Komikina, e hō'ike ana i ka makemake e ha'i mana'o. 'A'ole e waiho 'ia ka 'ōlelo hō'ike me ka pahu kolekole, 'a'ole ho'i e ho'ohana 'ia ka pahu kolekole e pāpā'ōlelo me nā komikina, nā hoa hālāwai, a ia mau mea aku. Hiki ke kāpae 'ia kekahi mai loko mai o ka hālāwai no ka hana kūpono 'ole.*

PHONE: Testifiers via Phone will be called by the Chair after video testimony has concluded.

*KE KELEPONA: E kāhea 'ia ka po'e ha'i mana'o kelepona e ka Luna Ho'omalua ma hope mai o ka po'e ha'i mana'o wikiō.*

All testifiers and participants (non-commission member) are asked to **mute** their audio and video at all times, except when called upon by the Chair to testify or speak.

*Noi 'ia ka po'e ha'i mana'o me ka lehulehu (koe nā komikina) e **ho'omule iho** i ka 'aukiō a me ka wikiō i nā manawa a pau loa, koe aku ka wā e kāhea ai ka Luna Ho'omalua i kekahi e ha'i mana'o mai.*

IN-PERSON: Testifiers in-person may sign-up to testify at the physical meeting location and will be called upon after video and phone testimony has concluded.

*HE ALO A HE ALO: Hiki ke kāinoa ka po'e ha'i mana'o he alo a he alo ma ke kahua hālāwai maoli a e kāhea 'ia e ha'i mana'o mai ma hope mai o ka po'e ha'i mana'o wikiō a kelepona kekahi.*

WRITTEN TESTIMONY: Whether sent via fax, email, or USPS, written testimony should be received by the Commission Staff at the Office of the Mayor by noon, two business days before the meeting to ensure distribution to the commissioners; however, testimony submitted after such date will still be accepted by the Commission. Email written testimony to [Salary.Commission@co.maui.hi.us](mailto:Salary.Commission@co.maui.hi.us); or mail to 200 South High Street, 9th Floor, Wailuku, Hawaii 96793. Attn: Secretary for Salary Commission.

*KA 'ŌLELO HŌ'IKE I KĀKAU 'IA: I loko na'e o ke kelepa'i, ka leka uila, a me ka leka, e loa'a ka 'ōlelo hō'ike i kākau 'ia i nā Komikina ma ke Ke'ena o ka Meia ma ke awakea, 'elua lā hana ma mua o ka hālāwai i loa'a nō ia i kēlā me kēia komikina; eia na'e, 'o ia 'ae 'ia a'ela nō ia o ka 'ōlelo hō'ike i waiho lohi e ke Komikina. E leka i ka 'ōlelo hō'ike iā [Salary.Commission@co.maui.hi.us](mailto:Salary.Commission@co.maui.hi.us); a i 'ole e leka aku iā 200 South High Alanui, Ka Papa 9, Wailuku, Hawaii 96793. Po'o Inoa: No ke Kākau'ōlelo o ke Komikina Uku Hana.*