

**SALARY COMMISSION
SUMMARY MINUTES
200 S. HIGH ST., WAILUKU, HI 96793
DEPT. OF PLANNING CONFERENCE ROOM
Friday, January 9, 2026**

The regular meeting of the Salary Commission was held at the Planning Conference Room and online via Teams interactive conference technology. Video recordings of previous meetings are available at <https://www.akaku.org/boards-commissions/>

1. Call to Order, Roll Call Quorum (9:04AM)

Member	Present	Absent	Excused
Grant Nakama (Chair)	√		
Bill Curtis (Vice-Chair)	√		
Lindsay Ball			√
Kelly Davison	√		
Andrew Ho	√		
Gerri Lewis			√
Lester Yano	√		
TOTAL PRESENT	5		2

Staff Present:

Christie Trenholme, Deputy Corporation Counsel
Lindsey Isaacson, Board Secretary
Cynthia Razo-Porter (Ex-Officio), Department of Personnel Services, County of Maui

2. Public Testimony on all items (9:06AM)

Chair asked for public testimony, and no testimony was received.

3. Approval of Minutes: September 12, 2025 (9:07AM)

Member	AYE	NO	EXCUSED	Time/Item#	9:07AM/Item #3
Grant Nakama (Chair)	√				
Bill Curtis (Vice-Chair)	√			Motion	Approve minutes for September 12, 2025 meeting
Lindsay Ball			√	Maker	Davison
Kelly Davison	√			Secunder	Yano
Andrew Ho	√				
Gerri Lewis			√	Discussion	9:08AM
Lester Yano	√			Vote Taken	9:08AM
TOTAL VOTES	5		2	OUTCOME	Motion Passed

4. New Business (9:08AM)

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

The letter cited notable increases in applications for key County positions, including Director of Human Concerns and Prosecuting Attorney and increased retention in Corporation Counsel after salary increases went into effect. Chair stated he felt this meant the salary increases are having the intended positive effects on recruitment and retention. The floor was opened to discussion. The Commission unanimously agreed with the Chair.

5. Old Business (9:11AM)

- A. Discussion and consideration of Rules of Practice and Procedure for the Salary Commission (aka “Administrative Rules”) (9:11AM)
 - i. Update from Corporation Counsel regarding [Rule 01-101-14, Definitions](#). (9:12AM)

Deputy did more research on the State Salary Commission HRS 26-56 and the term “salary” is not defined. Hawaii County does not define the term in its administrative rules either. Deputy suggested maybe it is not necessary to take on the cumbersome administrative rule change process to define this term at this time. Also, the Charter was amended in 2024 to exclude the term “compensation.”

Commissioners agreed not to continue with administrative rule changes.

- ii. Consideration of change from Robert’s Rules of Order to [Rosenberg’s Rules of Order](#) in Rule 01-101-7, Meetings. (9:13AM)

Deputy also checked with other Boards and Commissions, and it does not appear that any other bodies are switching from Robert’s Rules of Order to Rosenberg’s Rules of Order. This change also seems unnecessary at this time.

Commissioners agreed not to continue with administrative rule changes.

6. Discussion and consideration of meeting schedule and materials/information the Salary Commission would like to review for 2026 (9:15AM)

Chair reminded the Commission it has a soft deadline of April 2026 to make any salary recommendations. Chair recommended focusing on CPI-based increases.

Vice-Chair requested more information about the County’s newest departments (‘Oiwi Resources, Housing, Human Concerns, Agriculture, East Maui Water Authority) to determine if they have additional needs.

Member	AYE	NO	EXCUSED	Time/Item#	9:20AM/Item #6
Grant Nakama (Chair)	√				
Bill Curtis (Vice-Chair)	√			Motion	Send letters to Directors of 'Oiwi Resources, Agriculture, Housing, Human Concerns, East Maui Water Authority to invite them to SC Meeting on February 13, 2026 to provide more information about their departments.
Lindsay Ball			√	Maker	Curtis
Kelly Davison	√			Secunder	Davison
Andrew Ho	√				
Gerri Lewis			√	Discussion	9:20AM
Lester Yano	√			Vote Taken	9:21AM
TOTAL VOTES	5	0	2	OUTCOME	Motion Passed

The Commission tentatively planned to discuss feedback from departments at the February 13, 2026 meeting.

The Secretary will send a poll to members to reschedule the March 2026 meeting due to scheduling conflicts from Deputy and some Commissioners.

7. ADJOURNMENT

Chair Nakama adjourned the meeting at **9:25AM**.