



SALARY COMMISSION

JOSHUA UYEHARA, Pro Tem, CHAIR
WAYNE KATAYAMA, VICE CHAIR

BERNADETTE AKIONA-ARRUDA, MEMBER
STACIE CHIBA-MIGUEL, MEMBER
PAUL TONER, MEMBER
VACANT, MEMBER
VACANT, MEMBER

RECEIVED

Meetings of the Salary Commission will be conducted as follows:

- Meetings will be publicly noticed under Chapter 92, Hawai'i Revised Statutes (HRS)
- Minutes of meetings will be completed under Chapter 92, HRS, and posted to the Salary Commission's website.

26 MAR 17 AM 10

Public Comments and Testimony:

- **Written testimony** will be accepted for any agenda item herein.
 - Written testimony indicating your 1) name, and if applicable, your position/title and organization you are representing, 2) the agenda item that you are providing comment on, and 3) contact information (telephone number and email address), may be submitted to mromo@kauai.gov or mailed to the Salary Commission, c/o Office of Boards and Commission, 4444 Rice Street, Suite 300, Lihue, Hawaii 96766.
 - Written testimony received by the Salary Commission at least two business days before the meeting will be distributed and available as part of the Commission's packet and written testimony submitted thereafter will be distributed at the meeting.
 - Any written testimony received after this time and up to the start of the meeting will be summarized by the Clerk of the Commission during the meeting and will be provided to the members and added to the record thereafter.
 - Any written testimony received during the meeting and before the decision-making on the corresponding agenda item will be distributed to the members before such decision-making.
- **Oral testimony** will be accepted for any agenda item herein.
 - It is recommended that anyone interested in providing oral testimony register at least 24 hours before the meeting by emailing mromo@kauai.gov or calling (808) 241-4920. Any request to register may include your 1) name, and if applicable, your position/title and organization you are representing, 2) the agenda item you are providing comment on, and 3) contact information (telephone number and email address).
 - Per the Salary Commission's Oral Testimony Policy, there is a three-minute time limit per testifier for each agenda item.
 - Individuals who have not registered to provide testimony will be allowed to speak on an agenda item following the registered speakers.

OFFICE OF
THE COUNTY CLERK
COUNTY OF KAUAI

SPECIAL ASSISTANCE

If you need an auxiliary aid/service, or another accommodation due to a disability, or an interpreter for non-English-speaking persons, contact Anela Davis at (808) 241-4917 or adavis@kauai.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 alternative formats, such as large print, Braille, or an electronic copy.

SALARY COMMISSION MEETING NOTICE AND AGENDA

Thursday, April 9, 2026

9:00 a.m. or shortly after

**Piikoi Building, Boards and Commissions Conference Room, Suite 300
4444 Rice Street, Lihue, Hawai'i 96766**

RECEIVED

CALL THE MEETING TO ORDER

26 MAR 17 AM 10:10

ROLL CALL TO ASCERTAIN QUORUM

OFFICE OF
THE COUNTY CLERK
COUNTY OF KAUAI

APPROVAL OF AGENDA

ELECTION OF NEW CHAIR AND VICE CHAIR FOR CALENDAR YEAR 2026

PUBLIC TESTIMONY ON ANY AGENDA ITEMS

Individuals may testify on any agenda item or wait for the item to come up.

CHAIR'S ANNOUNCEMENT

- The next Salary Commission meeting will begin at 9:00 a.m. on Thursday, May 14, 2026, in the Office of Boards and Commissions Conference Room, Suite 300.

APPROVAL OF MINUTES

July 10, 2025, Open Session Meeting

July 10, 2025, Executive Session Meeting

CORRESPONDENCE

Communication dated August 22, 2025, from Commissioner Patrick Ono to Boards and Commissions Administrator Ellen Ching, informing her that he will step down from his position as a member of the Salary Commission in September 2025.

BUSINESS:

SC 2026-1:

Discussion and decision-making on submitting a Salary Resolution to establish maximum salary caps for certain County officers and employees are included in Section 3-2.1 of the Kaua'i County Code for Fiscal Years 2026/2027 and 2027/2028.

SC 2026-3:

Presentation by the Permitted Interaction Group (PIG) on recommendations for performance-based increases.

SC 2026-4:

Presentation by the Permitted Interaction Group (PIG) on recommendations to develop a plan for salary increases that address each department's unique challenges, rather than applying broad percentage increases across all elected and appointed positions.

EXECUTIVE SESSION

ES SC 2026-1:

Under Hawai'i Revised Statutes §§ 92-4, 92-5(a)(2), (a)(4), and 92-9(b), the purpose of this executive session is for the Commission to approve or amend the minutes of the July 10, 2025, meeting. Publishing the executive meeting minutes would undermine the lawful purpose of these meetings, including the purposes outlined in HRS §§ 92-5(a)(2) and (a)(4).

RETURN TO OPEN SESSION TO RATIFY THE ACTION TAKEN IN EXECUTIVE SESSION

- Executive Session Report pursuant to HRS § 92-4(b).

EXECUTIVE SESSION CLOSED TO THE PUBLIC: Under HRS § 92-7(a), the Commission may, when deemed necessary, hold an executive session on any agenda item without a written public notice if the executive session was not anticipated in advance. Any such executive session shall be held pursuant to HRS § 92-4 and shall be limited to those items described in HRS § 92-5(a).

ADJOURNMENT

CC: Deputy County Attorney Andrew Michaels