

# NOTICE TO REQUESTER

TO: Mac Hart – Collegiate Sports Connect  
(Requester's name)

FROM: University of Hawai'i Athletics, c/o Jason Nagai  
(Agency, and agency contact person's name, telephone number, mailing, & email address)

DATE THAT THE RECORD REQUEST WAS RECEIVED BY AGENCY: September 23, 2025

DATE OF THIS NOTICE: March 1, 2026

**GOVERNMENT RECORDS YOU REQUESTED** (attach copy of request or provide brief description below):

1. Pursuant to the public records law, I would like to request the following records in electronic format sent to my email address.

My name is Mac Hart with Collegiate Sports Connect, and I'm submitting a public records request for your most up-to-date annualized salary information for athletic department employees that are not students.

More specifically, please send me the record(s) used by either the Athletics Department or the campus' budget office to calculate the athletics department's compensation budget for FY26. The record(s) should show each athletic department employee's name, title/position, and annualized salary. In all likelihood, the record(s) utilize an Excel spreadsheet.

I assume the campus' fiscal year started on July 1st and the requested record(s) used to calculate the FY26 athletics department's compensation budget is/are now available. If the FY26 record(s) are not available, please note that in your response and send the similar record(s) for FY25.

**THIS NOTICE IS TO INFORM YOU THAT YOUR RECORD REQUEST:**

Will be granted in its entirety.

Cannot be granted. Agency is unable to disclose the requested records for the following reason:

Agency does not maintain the records. (HRS § 92F-3)

Other agency that is believed to maintain records:

Agency needs further clarification or description of the records requested. Please contact the agency and provide the following information:

Request requires agency to create a summary or compilation from records, but requested information is not readily retrievable. (HRS § 92F-11(c))

Will be granted in part and denied in part, OR  Is denied in its entirety

**Although the agency maintains the requested records, it is not disclosing all or part of them based on the exemptions provided in HRS § 92F-13 and/or § 92F-22 or other laws cited below.**

(Describe the portions of records that the agency will not disclose.)

RECORDS OR  
INFORMATION WITHHELD

APPLICABLE  
STATUTES

AGENCY  
JUSTIFICATION

Exact salaries are not subject to disclosure.	HRS § 92F-12(a)(14)	Exact salaries are not subject to disclosure, the salary range for the position is provided
Exact salary of the requested employee.	HRS § 92F-14(b)(6)	Employees have a significant privacy interest in their finances, including income.
Exact salary of the requested employee.	HRS § 92F-13(1)	Disclosure of exact salaries would be an unwarranted invasion of the employees' significant privacy interests.

**REQUESTER'S RESPONSIBILITIES:**

You are required to (1) pay any lawful fees and costs assessed; (2) make any necessary arrangements with the agency to inspect, copy or receive copies as instructed below; and (3) provide the agency any additional information requested. **For questions about this notice or the records being sought, please ask the agency's contact person named at the top of this form.** Also, please submit your payment, if any, to the agency at the address listed at the top of this form. **DO NOT SEND YOUR PAYMENT** to the Office of Information Practices (OIP) unless you are requesting records directly from OIP.

If you do not comply with the requirements set forth in this notice within 20 business days after the postmark date of this notice or the date the agency makes the records available, you will be presumed to have abandoned your request and the agency shall have no further duty to process your request. Once the agency begins to process your request, you may be liable for any fees and costs incurred. If you wish to cancel or modify your request, you must advise the agency upon receipt of this notice.

**Please note that the Office of Information Practices (OIP) does not maintain the records of other agencies, and a requester must seek records directly from the agency it believes maintains the records.** If the agency denies or fails to respond to your written request for records or if you have other questions regarding compliance with the UIPA, then you may contact OIP at (808) 586-1400, [oiip@hawaii.gov](mailto:oiip@hawaii.gov), or 250 South Hotel Street, Suite 107, Honolulu, Hawaii, 96813.

**METHOD & TIMING OF DISCLOSURE:**

Records available for public access in their entireties must be disclosed within a reasonable time, not to exceed 10 business days from the date the request was received, or after receipt of any prepayment required. Records not available in their entireties must be disclosed within 5 business days after this notice or after receipt of any prepayment required. HAR § 2-71-13(c). If incremental disclosure is authorized by HAR § 2-71-15, the first increment must be disclosed within 5 business days of this notice or after receipt of any prepayment required.

**Method of Disclosure:**

- Inspection at the following location:
- As requested, a copy of the record(s) will be provided in the following manner:
  - Available for pick-up at the following location:
  - Will be mailed to you.
  - Will be transmitted to you by other means requested:

**Timing of Disclosure:** All records, or the first increment if applicable, will be made available or provided to you:

- On March 1, 2026

- After prepayment** of 50% of fees and 100% of costs, as estimated below.

**For incremental disclosures**, each subsequent increment will be disclosed within 20 business days after:

- The prior increment (if one prepayment of fees is required and received), or
- Receipt of each incremental prepayment, if prepayment for each increment is required.

**Records will be disclosed in increments because the records are voluminous and the following extenuating circumstances exist:**

- Agency must consult with another person to determine whether the record is exempt from disclosure under HRS chapter 92F.
- Request requires extensive agency efforts to search, review, or segregate the records or otherwise prepare the records for inspection or copying.
- Agency requires additional time to respond to the request in order to avoid an unreasonable interference with its other statutory duties and functions.
- A natural disaster or other situation beyond agency's control prevents agency from responding to the request within 10 business days.

**ESTIMATED FEES & COSTS AND PAYMENT:**

**FEES:** For personal record requests under Part III of chapter 92F, HRS, the agency may charge you for its costs only, and fee waivers do not apply.

For public record requests under Part II of chapter 92F, HRS, the agency is authorized to charge you fees to search for, review, and segregate your request (even if a record is subsequently found to not exist or will not be disclosed in its entirety). The agency must waive the first \$30 in fees assessed for general requesters, OR in the alternative, the first \$60 in fees when the agency finds that the request is made in the public interest. Only one waiver is provided for each request. See HAR §§ 2-71-19, -31 and -32.

**COSTS:** For either personal or public record requests, the agency may charge you for the costs of copying and delivering records in response to your request, and other lawful fees and costs.

**PREPAYMENT:** The agency may require prepayment of 50% of the total estimated fees and 100% of the total estimated costs prior to processing your request. If a prepayment is required, the agency may wait to start any search for or review of the records until the prepayment is received by the agency. Additionally, if you have outstanding fees or costs from previous requests, including abandoned requests, the agency may require prepayment of 100% of the unpaid balance from prior requests before it begins any search or review for the records you are now seeking.

**The following is an itemization of what you must pay, based on the estimated fees and costs that the agency will charge you and the applicable waiver amount that will be deducted:**

**For public record requests only:**

<b>Fees:</b> Search	Estimate of time to be spent: ___ hours (\$2.50 for each 15-minute period)	\$
Review & segregation	Estimate of time to be spent: ___ hours (\$5.00 for each 15-minute period)	\$
Fees waived	<input checked="" type="checkbox"/> general (\$30), <b>OR</b> <input type="checkbox"/> public interest (\$60) <\$ ___> (Only one waiver per request)	
Other	\$ (Pursuant to HAR §§ 2-71-19 & 2-71-31)	

**Total Estimated Fees:** \$

**For public or personal record requests:**

**Costs:** Copying Estimate of # of pages to be copied: \_\_\_\_\_ \$  
(@ \$ \_\_\_\_\_ per page, pursuant to HRS § 92-21)

Delivery Postage \$

Other \$

**Total Estimated Costs:** \$

**TOTAL ESTIMATED FEES AND COSTS from above:** \$

**The estimated fees and costs above are for the first incremental disclosure only. Additional fees and costs, and no further fee waivers, will apply to future incremental disclosures.**

**PREPAYMENT IS REQUIRED** (50% of fees + 100% of costs, as estimated above) \$

**UNPAID BALANCE FROM PRIOR REQUESTS** (100% must be paid before work begins) \$

**TOTAL AMOUNT DUE AT THIS TIME** \$

Payment may be made by:  cash  
 personal check payable to:  
 other

**Submit your payment to the agency at the address listed at the beginning of this form, including the name of the agency's contact person.**

Name	Position Grade
Arakaki, Daniel	B
Barboza, Jose	A
Bordelon, Ashlyn	A
Buccella, James	A
Camello, Trevor	A
Ching, Sheri	B
Finau, Māhealani	A
Gangle, Hailie	A
Gima, Russell	A
Ginoza, Alan	B
Handegard, Sienna	B
Hee, Kelly Marie	B
Heffernan Jr, Thomas	B
Hentz, Adonis	A
Hull, Tanner	B
Iha, Derren	A
Inouchi, Derek	B
Inouye, Brent	B
Ioane, Charlinda	A
Iwaki, Keri	A
Iwamoto, Neal	A
Kamaka, Taimane	A
Kaneshiro, Jason	A
Kanoa, Jared	A
Kim, Tiara	A
Kinilau, Chandra	A
Kumagai, Chris	B
Kuraoka, Tiffany	C
Lake, Abreanna	A
Lee, Jeannie	B
Mathews, Eric	B
Metzger, Jay	A
Miyazato, Raiki	A
Nagai, Jason	A
Nakagawa, Lyn	C
Nakamura, Gwen H	B
Nakashima, Richard	A
Nguyen, Tam	B
Nishimura, Kara	A
Ong, Kelly	B
Pena Jr, Francisco	B
Sandoval Nanoo, Skylynn	B
Sheriff, Richard	B
Shigemura, Renae	B
Siador, Rayden	B
Slann, Jacob	A
Taniyama, Kristi	A
Tateishi, Kyle	A
Taulogo, Toriano	B
Thomas, William	B
Valdez, Serenda	B
Watanabe, Walter	B
Wong, Brian	B

Wuscher, Mary Jessica	A
Yamamoto, Troy	B
Yoshimura, Kelsy	B
Howland, Erinn	B

APT Salary Schedule Effective 07/01/2025: <https://www.hawaii.edu/ohr/documents/14236>

Name	JobCd Desc
Ah Mow-Santos, Robyn	UH HEAD VOLLYBL COACH (WOMEN)
Allnutt, Stephen	UH HEAD SWIM COACH (MEN&WOMEN)
Alvarez, Daniel	UH HEAD BEACH VOLLEYBALL COACH
Arceneaux, Anthony	UH FOOTBALL OFFENSIVE COORD
Baker, Michael	UH HEAD CHEER COACH
Baxter, Greg	UH ASSOC VOLLYBL COACH (WOMEN)
Beeman, Laura	UH HEAD BASKTBL COACH (WOMEN)
Blaisdell, Brandon	UH DIVING COACH
Bode, Hendrik	UH HEAD TENNIS COACH (MEN)
Boyce, Timothy	UH HEAD CC/T FIELD COACH (WMN)
Brooks, Julie	UH HEAD GOLF COACH (WOMEN)
Brown Jr, Christopher Robert	UH ASSOCIATE FOOTBALL COACH
Carleton, Madeleine Lee Outman	UH ASSOC CC/T FIELD COACH (WMN)
Castello, Nicholas	UH ASST VOLLYBL COACH (WOMEN)
Chang, Timothy	UH HEAD FOOTBALL COACH
Chon, Matthew	UH ADMIN ASST FOR FOOTBALL OP
Davidson, Bradley	UH ASSOC BASKTBL COACH (MEN)
Delanian, Alex	UH ASSOC BASKTBL COACH (WOMEN)
Faavi, Derek	UH ASSISTANT FOOTBALL COACH
Fey, Kūpono	UH ASST VOLLYBL COACH (MEN)
Florence, Derrick	UH ASST BASKTBL COACH (WOMEN)
Gallagher, Timothy	UH ASST SWIM COACH
Ganot, Eran	UH HEAD BASKTBL COACH (MEN)
Gonzalez, Alyssa	UH ASST SOFTBALL COACH
Hernandez Jr, Rogelio	UH HEAD TENNIS COACH (WOMEN)
Hill, Jason	UH ADMIN ASST BASKETBALL (WMN)
Hill, Richard	UH HEAD BASEBALL COACH
Johnson, Gibson	UH ASST BASKTBL COACH (MEN)
Jones, Robert	UH ASST BASKTBL COACH (MEN)
Kapanui, Chad	UH ASSISTANT FOOTBALL COACH
Locher, Nicholas	UH ASSISTANT FOOTBALL COACH
Maxson, Brooke	UH ASST WATER POLO COACH
Mendoza, Sabrina	UH ASST CC/T FIELD COACH (WMN)
Mitchell, Khalilah	UH ASST BASKTBL COACH (WOMEN)
Nagamine, Michele	UH HEAD SOCCER COACH (WOMEN)
Nakama, David	UH ASSISTANT BASEBALL COACH
Prince, Victoria	UH ASST BEACH VOLLEYBALL COACH
Puu-Robinson, Jordan	UH ASSISTANT FOOTBALL COACH
Ramirez, Mariah	UH ASST SOFTBALL COACH
Reinebold, Jeffrey	UH ASSISTANT FOOTBALL COACH
Robinson, James	UH HEAD WATER POLO COACH
Rowe, Kaula	UH ASSOC SOCCER COACH (WOMEN)
Sale, Lauren	UH ASST SWIM COACH
Saucedo, Daniel	UH ASST SOCCER COACH (WOMEN)
Shaffer, Colin	UH FOOTBALL VIDEO SPECIALIST

Sheffield,Thomas	UH ASSISTANT FOOTBALL COACH
Simpson,Scott	UH HEAD GOLF COACH (MEN'S)
Thanatharn,Panita	UH HEAD SOFTBALL COACH
Thurman,Dennis	UH FOOTBALL DEFENSIVE COORD
Ursua,Jared	UH ASSISTANT FOOTBALL COACH
Vorbeck,Candice	UH ASSOC WATER POLO COACH
Wade,Jeffery	UH HEAD VOLLYBL COACH (MEN)
Watt,Alec	UH ADMIN ASST FOR FOOTBALL OP
Wilson,Clayton	UH ADMIN ASST BASKETBALL (MEN)
Zuniga,Keith	UH ASSOCIATE BASEBALL COACH

HEAD COACH, NON HEAD COACH & ADMINISTRATOR POSITIONS SALARY RANGES:

[https://www.hawaii.edu/policy/docs/temp/Attach\\_A\\_-\\_Salary\\_Schedule\\_Head\\_Coach\\_Non-Head\\_Coach\\_and\\_Admin.pdf](https://www.hawaii.edu/policy/docs/temp/Attach_A_-_Salary_Schedule_Head_Coach_Non-Head_Coach_and_Admin.pdf)

Name	Annual Rt
Elliott,Matthew	425,004.00
Manin,Lois	174,372.00

Name	JobCd Desc	Hrly Rate
Aguirre,Daniel	ASST FAC SPEC EVENTS COORD	21.00
Andrews,Jesse	ASST SAILING COACH	19.23
Bayne,Janelle	RAINBOW DANCE ADVISOR	19.23
Brown IV,Noah	DIR OF WBB PLAYER DEVELOPMENT	17.41
Costa,Kiran	ASST WOMEN'S VOLLEYBALL COACH	23.96
Donahue,Devin	CLARENCE TC CHING MGR/INTERIM MURAKAMI STAD MGR	31.00
Gota,Myles	BUSINESS OFFICE ADMIN ASSISTANT	24.00
Guillermo,Andrew	ASST STRENGTH & COND COORD FOR FB	19.23
Johnson II,Deron	FB PLAYER PERSONNEL & RECRUITING ASST	19.50
Kay,Diane	MENTAL HEALTH INTERN/PRE LICENSEE	40.00
Kennedy,Madeline	ASST SAILING COACH	14.42
Kerr,David	FOOTBALL QUALITY CONTROL	19.23
Koch,Katherine	ASST CHEER COACH	16.25
Leighton,Winterhawk	FOOTBALL QUALITY CONTROL	19.23
Lok,Caitlyn	H-REWARD/ASST TO THE MKTG DIR	21.00
Minaya Jr,Peter John	FOOTBALL QUALITY CONTROL	19.23
Munoz,Juan	DIR OF MBB PLAYER DEVELOPMENT	24.04
O'Connor II,Michael	FOOTBALL RECRUITING COORDINATOR	23.80
Okada,Alyssa	BUSINESS OFFICE FISCAL ASST	19.00
Overstreet,William	FOOTBALL QUALITY CONTROL	19.23
Ray,Jack	FOOTBALL QUALITY CONTROL	19.23
Sackmann,Trevor	ASST STRENGTH & CONDITIONING COORD	28.71
Schwab,Tori	MENTAL HEALTH INTERN/PRE LICENSEE	35.00
Shiraishi,Reyn	DIR OF FOOTBALL OPERATIONS	27.50
Snyder,Hayden	ASST MEN'S TENNIS COACH	25.00
Takada,Yutaro	MARKETING SPEC & VIDEOBOARD MANAGER	24.00
Twohig,Jordon	ASST BASEBALL COACH	29.21
Visintin,Heather	MENTAL HEALTH INTER/PRE-LICENSEE	35.00
Zumek,Christopher	ASST TO THE MAKAI CAMPUS COORD	22.50
Johnson,Andrew	HEAD SAILING COACH	N/A per HRS § 92F-12(a)(14)