



HAWAI'I STATE ETHICS COMMISSION

Komikina Ho'opono Kulekele o Hawai'i Moku'āina

NEWS RELEASE

FOR IMMEDIATE RELEASE

October 16, 2025

NO. 2025-5

For Additional Information

Contact: Robert Harris, Executive Director
and General Counsel
Hawai'i State Ethics Commission
(808) 587-0460 (Office)
(808) 220-4306 (Mobile)

STATE ETHICS COMMISSION RESOLVES A CHARGE AGAINST A FORMER AUTOMOTIVE MECHANIC SUPERVISOR II

The Hawai'i State Ethics Commission ("Commission") resolved a charge against David Kaio, a former Automotive Mechanic Supervisor II, for violation of the Fair Treatment Law, which generally prohibits state employees from using their state position to obtain unwarranted privileges, advantages, or benefits for themselves or others.

During Mr. Kaio's employment at the Department of Transportation ("DOT"), he used state time and resources to attend personal and/or medical appointments, instead of using his accrued leave time in accordance with DOT and state personnel policies and procedures. These incidents regularly occurred over an extended period of time and likely involved a significant number of hours that were not properly documented and approved. Mr. Kaio acknowledged that he misused state time, resources, and his official position for personal benefit, in violation of the Fair Treatment law.

The Commission and Mr. Kaio resolved the Charge by (1) assessing a \$10,000 administrative penalty and (2) publishing Settlement of Charge 2025-1, which can be found at <https://files.hawaii.gov/ethics/advice/SOC2025-1.pdf>.

[PAU] ###

About the Hawai'i State Ethics Commission:

The Hawai'i State Ethics Commission is an independent state agency committed to promoting and ensuring ethical conduct in state government. Established to foster public

trust, the Commission administers the state's ethics code and lobbyists law. For more information, visit ethics.hawaii.gov.