

**Commission on Salaries Meeting Minutes**  
**March 5, 2019**  
**9:00 a.m.**

**Department of Human Resources Development**  
**235 S. Beretania Street, Room 1403**  
**Honolulu, Hawaii 96813**

**1. Call to Order**

Meeting was called to order by Chairperson, Michael Irish, at 9:00 a.m.

Members present: Michael Irish, Rachael Wong, Cameron Nekota, Dwayne Yoshina, Danna Holck, Beth Tokioka, and Haunani Apoliona.

Others present: Eliza Campos, Sunah Cheng, Wes Machida (House Speaker-added at 3/13/19 mtg), Tom Mick, Eric Tanigawa, and Christina Uebelein (Judiciary)

Ford Fuchigami (Governor), Rayanne Fujimoto (Senate President), Claire Chinn (AG).

**2. Approval of Meeting Minutes for February 13, 2019**

Chairperson moved to approve the minutes of February 13, 2019. The move was seconded and with a unanimous vote, minutes were approved as circulated.

**3. Public Testimony**

No public testimony submitted.

**4. Review of draft report of the Commission on Salaries for Legislative (Legislators), Executive (Governor, Lt. Gov., Dept. & Deputy Heads), and Judicial (Justices and Judges) Branch Positions**

The Vice-Chairperson went over some bar and line graphs that Wes Machida was asked to prepare for the Commission.

These graphs showed comparisons of historical and proposed actual dollar increases for positions in all three branches of government.

Upon review of these slides, majority of the commissioners agreed that there is a disparity between the total salary increases that the Judicial Branch has received over the years, compared to the Executive and Legislative Branches.

New salary recommendations for the Executive and Judicial Branches were proposed to address this disparity between branches. No changes were made to the Legislative Branch proposed at the last meeting.

**Executive Branch:**

- Effective July 1, 2019 and July 1, 2020, increase the Governor's salary by 4% each year;

- Effective July 1, 2019 and July 1, 2020, increase other executive branch salaries and salary ranges by 5% each year;
- Effective July 1, 2021; July 1, 2022; July 1, 2023; July 1, 2024, increase the salaries and salary ranges of all positions by 2.5% each year.

**Judicial Branch:**

- Effective July 1, 2019; July 1, 2020; July 1, 2021; July 1, 2022; July 1, 2023; July 1, 2024, increase the salaries of all justices and judges by \$1000 each year.

**Legislative Branch (No change from prior recommendation):**

- Effective January 1, 2021, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives, by 10%.
- Effective January 1, 2022; January 1, 2023; and January 1, 2024, increase the salaries of all senators and representatives, including the President of the Senate and Speaker of the House of Representatives, by 2.5% each year.

There was a motion to vote on the above proposals and to accept these changes. The move was seconded. With a vote of 6 ayes and 1 no, the new proposal was passed.

The Chairperson disagreed with the new proposal for the Judicial Branch and proposed at least an increase of 2% per year. He felt that it was unfair to the Judiciary since the other two branches are receiving higher increases. There was no motion or move to vote regarding the Chairperson's proposal.

**5. Discuss Desired Contents of the Commission Report**

DHRD Compensation staff went through the draft report line-by-line with the Commissioners to make edits and to discuss which appendices to include in the report.

**6. Discuss Next Steps**

DHRD Compensation staff will make salary proposal changes and other edits to the report for the Commission's final review. The next meeting will be on Wednesday, March 13, 2019 at 9:00 a.m.

**7. Adjournment**

With no further business, the meeting was adjourned at 12:05 p.m.