

PUBLIC NOTICE

MEETING OF THE COMMISSION ON SALARIES

Date: December 6, 2024

Time: 8:30 a.m.

Place: Department of Human Resources Development
Leiopapa A Kamehameha Building, State Office Tower
Merit Appeals Board Conference Room, 14th Floor, Room 1403
235 South Beretania Street
Honolulu, HI 96813

AGENDA

THIS IS A REMOTE MEETING USING INTERACTIVE CONFERENCE TECHNOLOGY (ICT). COMMISSION MEMBERS AND MEMBERS OF THE PUBLIC MAY ATTEND IN-PERSON OR VIRTUAL. TELECONFERENCE AND DIAL IN DETAILS PROVIDED BELOW.

1. Call to Order
2. Public Testimony
3. Presentation by Attorney General Anne Lopez (subject to attendance confirmation) – Legal parameters of the Salary Commission.
4. Presentation by Chair Kamani Kuala'au or designee of the Judicial Selection Commission (subject to attendance confirmation) – Experience in getting candidates for judge positions.
5. Discussion on the criteria to use in determining the salaries over the next six (6) years for the State's elected officials, judges, department, and deputy department heads in the Legislative, Judicial, and Executive Branches pursuant to Article XVI, Section 3.5 of the State Constitution, including but not limited to:
 - a. Scope and complexity of duties and responsibilities of elected and appointed officials under the Commission on Salaries
 - b. CPI-U - Hawaii and national projections and/or past rates
 - c. Cost of living - Hawaii and national projections and/or past rates
 - d. Inflation projections and/or past rates
 - e. Recruitment trends – projected and past
 - f. Salaries of comparable positions nationwide, and the City and County of Honolulu and counties in Hawaii
 - g. Workload projections and past trends

- h. Benefits impacted by salaries
 - i. State budget projections, including revenue projections, and actual and possible policy decisions locally and nationally
 - j. Hawaii and the national economy
 - k. Past and present trends in salaries that were recommended and determined by the State Constitution, Legislature, and commissions
 - l. Comparable private sector salary trends, projections, and/or past amounts
6. Overview of salary data information from DHRD Compensation staff.
 7. Discuss implementing cost-of-living increases in addition to salary adjustments.
 8. Discuss tentative salary recommendations for the governor, lieutenant governor, and cabinet members – ensure competitiveness with similar positions locally and nationally.
 9. Discuss tentative salary recommendations for judges – address minimal increase issue from the last Commission.
 10. Discuss tentative salary recommendations for legislators – align their compensation with that of City and County of Honolulu’s council members.
 11. Discussion and planning of Commission’s tasks and agenda items for the next meeting.
 12. Adjournment.

Teleconference and Dial in Details:

Members of the public who wish to attend the meeting virtually may join via the Microsoft Teams meeting link at:

[Join the meeting now](#)

Meeting ID: 265 160 853 062

Passcode: 985HEK

Dial in by phone

[+1 808-829-4853, 128551760#](#) United States, Honolulu

[Find a local number](#)

Phone conference ID: 128 551 760#

Members of the public who wish to attend the meeting in-person are asked to check in with building security to obtain a visitor’s pass. A government issued ID needs to be exchanged for a visitor’s pass and will be returned to the visitor when the visitor’s pass is returned to security.

Written testimony may be submitted to the Commission prior to the meeting via email to dhrd.compensation@hawaii.gov or via postal mail to:

Commission on Salaries – Commission Meeting Testimony
c/o Department of Human Resources Development
Leiopapa A Kamehameha Building, Room 1202
235 South Beretania Street
Honolulu, HI 96813

Please include in the written testimony which agenda item the testimony is being submitted for. Written testimony is requested to be submitted 3 days in advance of the meeting to allow Commission members adequate time to review materials.

There will be a special testimony period at the beginning of the meeting to accommodate those who cannot remain for the entire meeting, but testimony from all other interested persons will be taken immediately before each agenda item. Testimony is requested to be limited to 3 minutes.

Interested persons may view the Board packet, if any, for this meeting at the Department of Human Resources Development at 235 South Beretania Street, Room 1202, Honolulu, Hawaii 96813 or go to the Commission on Salaries website at <https://dhrd.hawaii.gov/state-employees/classification-and-compensation/executive-branch-commission-on-salaries/>.

If you need an auxiliary aid/service or other accommodation due to a disability, please send an email to dhrd.compensation@hawaii.gov as soon as possible, preferably 3 business days in advance of the meeting. If a response is received less than 3 business days before the meeting, we will try to obtain the auxiliary aid/service or accommodation, but we cannot guarantee the request will be fulfilled. Upon request, this notice is available in alternate formats such as large print, braille, or electronic copy.