

## PUBLIC NOTICE

### MEETING OF THE COMMISSION ON SALARIES

Date: December 19, 2024

Time: 9:00 a.m.

Place: Department of Human Resources Development  
Leiopapa A Kamehameha Building, State Office Tower  
Merit Appeals Board Conference Room, 14<sup>th</sup> 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 VIRTUALLY. TELECONFERENCE AND DIAL IN DETAILS PROVIDED BELOW.

1. Call to Order
2. Public Testimony
3. Presentation by Deputy Attorney General, Elise A. Amemiya – Criteria for setting the salaries by the Commission on Salaries (COS).
4. Presentation by the Hawaii State Judiciary - Policy and Planning Department Director, Brandon Kimura – Follow up questions from the last COS meeting.
5. Overview of salary data information from DHRD Compensation staff.
6. 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, legislature, and judges/justices 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
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/justices – 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: 249 366 068 660

Passcode: rAHVtr

Dial in by phone

[+1 808-829-4853,,610322975#](#) United States, Honolulu

[Find a local number](#)

Phone conference ID: 610 322 975#

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.

## **HOW TO TESTIFY:**

**Written testimony** can be emailed to the Commission at [dhrd.compensation@hawaii.gov](mailto:dhrd.compensation@hawaii.gov); mailed or delivered in person to:

Commission on Salaries – Commission Meeting Testimony  
c/o Department of Human Resources Development  
Leiopapa A Kamehameha Building, Room 1400  
235 South Beretania Street  
Honolulu, HI 96813

Please include in the written testimony which agenda item the testimony is being submitted for.

**Oral testimony** will be accepted via the remote testimony link or in person at the physical meeting location, as listed on page 1.

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.

## **HOW TO REQUEST ACCOMODATION:**

If you need an auxiliary aid/service or other accommodation due to a disability, please send an email to [dhrd.compensation@hawaii.gov](mailto:dhrd.compensation@hawaii.gov) as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled.

Upon request, this notice is available in alternate/accessible formats.

## **MEETING MATERIALS AND OTHER INFORMATION:**

The board packet will be posted to the Commission's website at [Department of Human Resources Development | Commission on Salaries: Executive, Judicial, and Legislative](#) at least two business days before the meeting. Written testimony will also be posted on the Commission's website as it is received. You can also find links to recordings, meeting summaries, agendas, and meeting materials for the Commission's past meetings on the website.