

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

1. Call to Order **[Part 1 - 0:07]**

All Commission members are present
Beth Amaro (via Teams, left at 2:27:22)
Susan Arnett
Cathy Betts (via Teams, left at 1:11:35)
Pankaj Bhanot
Margery Bronster (left at 2:27:33)
Colleen Hanabusa
Wes Machida (left at 2:27:01)

2. Public Testimony **[Part 2 - 0:57]**

3. Presentation by Attorney General Anne Lopez (subject to attendance confirmation) – Legal parameters of the Salary Commission. **[Part 2 - 1:29]**

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. **[Part 3 - 7:15]**

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: **[Part 3 - 1:27:42]**

- 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. **[Part 3 - 2:27:50]**
 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. **[Part 3 - 2:32:58]**
 12. Adjournment. **[Part 3 – 2:36:32]**