

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

1. Call to Order **[Part 1 - 0:14]**

All Commission members are present

Beth Amaro  
Susan Arnett  
Cathy Betts  
Pankaj Bhanot  
Margery Bronster  
Colleen Hanabusa  
Wes Machida

2. Public Testimony **[Part 1 - 0:43]**

3. Presentation by Deputy Attorney General, Elise A. Amemiya – Criteria for setting the salaries by the Commission on Salaries (COS). **[Part 1 - 1:07]**

4. Presentation by the Hawaii State Judiciary - Policy and Planning Department Director, Brandon Kimura – Follow up questions from the last COS meeting. **[Part 1 - 1:05:42]**

5. Overview of salary data information from DHRD Compensation staff. **[Part 1 - 2:38:10]**

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. **[Part 1 - 2:56:08]**
  12. Adjournment. **[Part 2 - 1:40]**