

PUBLIC NOTICE

MEETING OF THE COMMISSION ON SALARIES

Date: December 30, 2024

Time: 9:30 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 **[0:22]**

All commission members are present

Beth Amaro (via Teams)

Susan Arnett

Cathy Betts

Pankaj Bhanot

Margery Bronster

Colleen Hanabusa

Wes Machida

2. Public Testimony **[1:11]**

3. Presentation by a Deputy Attorney General – Legislature acting on a yearly basis to defer increases. **[54:08]**

4. Presentation by a representative of the Hawaii State Judiciary on judicial tier recommendations and follow up questions from the last COS meeting. **[2:52]**

5. Formulate questions to forward to the Council on Revenues to discuss at their next meeting on January 8, 2025. **[1:06:49]**

6. Discuss, prioritize, and amend/modify criteria 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: **[1:12:52]**

- 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 tentative salary recommendations for the governor, lieutenant governor, and cabinet members – ensure competitiveness with similar positions locally and nationally. **[2:25:22]**
8. Discuss tentative salary recommendations for judges/justices – address minimal increase issue from the last Commission.
9. Discuss tentative salary recommendations for legislators – align their compensation with that of City and County of Honolulu’s council members.
10. Planning of Commission’s tasks and agenda items for the next meeting. **[2:40:39]**
11. Adjournment. **[2:55:43]**