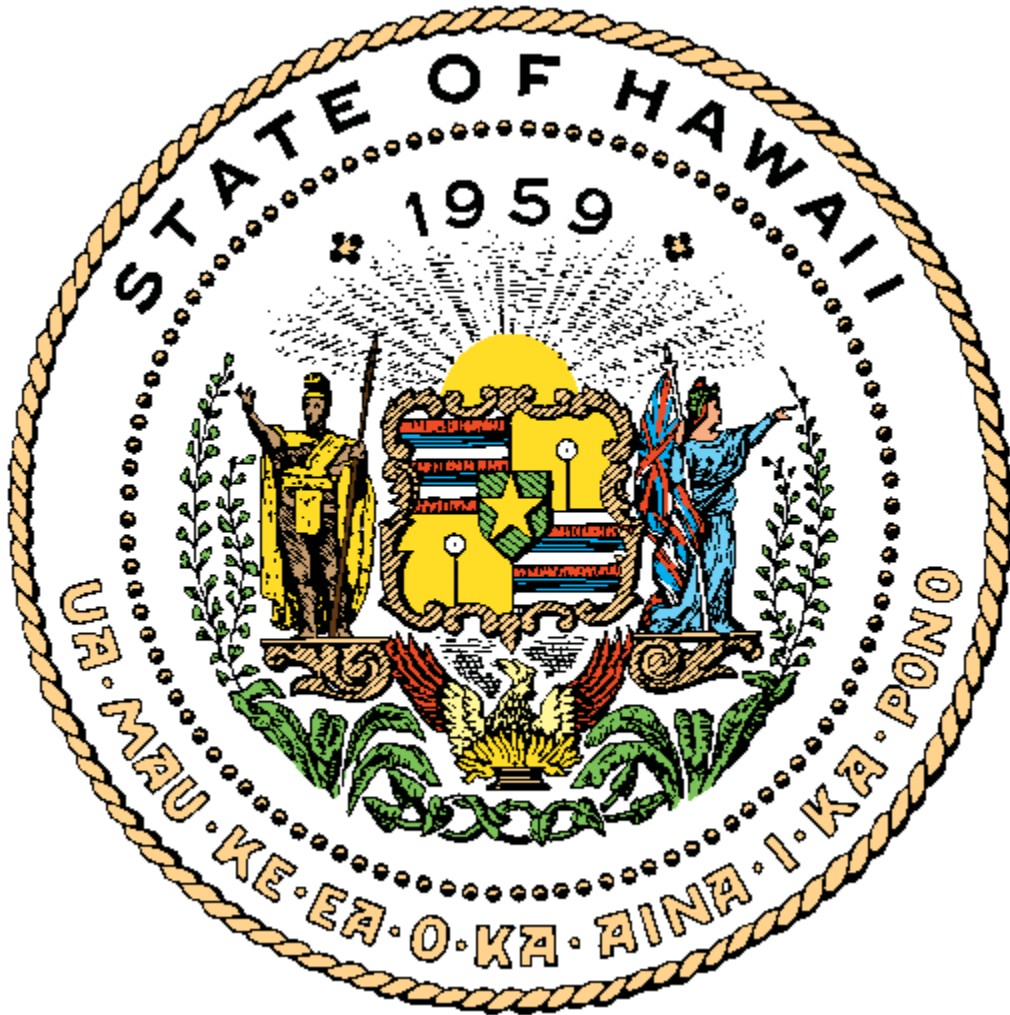


DRAFT

**REPORT AND RECOMMENDATIONS
REGARDING THE SALARY OF THE
BOARD OF TRUSTEES OF THE
OFFICE OF HAWAIIAN AFFAIRS**



2024 OHA SALARY COMMISSION

(INSERT DATE)

Contents

Recommendations	3
Salary	3
Background	5
The 2024 OHA Salary Commission and its Statutory Responsibilities.....	5
Past OHA Salary Commissions	6
Guiding Principles and Considerations	9
Duties and Responsibilities of OHA Trustees	9
Trustee Current Salary and Fringe Benefit Package.....	10
Analysis Methodology	10
Analysis Discussion	11
Findings	14
Draft Salary Recommendations and Solicitations of Public Comments.....	14
Review of Draft Salary Recommendations and Public Comments.....	14
Recommendations	14
Attachments.....	17

***This document is a draft report prepared by the 2024 Office of Hawaiian Affairs Salary Commission. As a working draft, it includes preliminary findings, analyses, and recommendations. Certain sections and data are incomplete due to pending future actions such as public comment periods, additional deliberations, and the incorporation of final decisions by the Commission. Updates and revisions will be made as processes are completed. Readers are encouraged to consider this context when reviewing the content of this report.**

2024 Office of Hawaiian Affairs Salary Commission
Report and Recommendations
Regarding the Salary of the
Board of Trustees for the Office of Hawaiian Affairs

(INSERT DATE)

Recommendations

The 2024 Office of Hawaiian Affairs (OHA) Salary Commission (Commission) has completed its analysis, discussion, and findings. On (INSERT DATE), the Commission approved recommendations regarding the salaries of the OHA Trustees (Trustees).

Salary

Table 1: Salary Recommendations for OHA Trustees				
State Fiscal Year	Starting	Ending	Chairperson	Trustees
FY 2025	February xx, 2025	June 30, 2025	\$127,368	\$117,360
FY 2026	July 1, 2025	June 30, 2026	\$(See formula below)	\$(See formula below)
FY 2027	July 1, 2026	June 30, 2027	\$(See formula below)	\$(See formula below)
FY 2028	July 1, 2027	June 30, 2028	\$(See formula below)	\$(See formula below)

Formula for FY 2026 – July 1 2025 to June 30, 2026: Trustee salaries will begin with a base salary of \$127,368 for the Chairperson and \$117,360 for each of the other Trustees and will increase by no less than zero and will be determined by the smaller percentage of:

- The Personal Consumption Expenditures for Hawaii (HIPCE) or
- The Honolulu Consumer Price Index (CPI) for the prior year ending December 31, 2024.

Formula for FY 2027 – July 1, 2026 to June 30, 2027: Trustee salaries will increase by no less than zero and will be determined by the smaller percentage of:

- The HIPCE or
- The CPI for the prior year ending December 31, 2025.

Formula for FY 2028 – July 1, 2027 to June 30, 2028: Trustee salaries will increase by no less than zero and will be determined by the smaller percentage of:

- The HIPCE or
- The CPI for the prior year ending December 31, 2026.

Note: July 1, 2028 is the date the 2028 OHA Salary Commission recommendations go into effect.

In summary, the OHA Salary Commission has proposed salary adjustments for Trustees for fiscal years 2025 through 2028. For FY 2025, the Chairperson's salary is set at \$127,368, while each Trustee's salary is set at \$117,360. For FY 2026 to FY 2028, salaries will be adjusted annually based on the smaller percentage of the Personal Consumption Expenditures for Hawaii (HIPCE) or the Honolulu Consumer Price Index (CPI) for the prior calendar year, guaranteeing no salary decreases ("no less than zero"). FY 2026 salaries will begin with the FY 2025 base salaries and apply this adjustment formula. FY 2027 and FY 2028 will continue with the same adjustment method based on the HIPCE or CPI for the prior year. The new salary recommendations by the 2028 OHA Salary Commission will take effect on July 1, 2028.

In accordance with Chapter 10-9.5, Hawai'i Revised Statutes (HRS), these salary recommendations are effective as of the date of the recommendations unless the legislature disapproves the recommendation by adoption of a concurrent resolution prior to its adjournment sine die May 2, 2025.

The details of the Commission's study and the basis for its recommendations are provided in the report below.

Background

By Hawai'i law, Section 10-9.5, HRS, the Hawai'i Governor appoints an OHA Salary Commission every four years. No one was appointed to the Commission in 2020 thus, the Commission did not convene. As a result, the OHA Chair and the Trustees' salary remained unchanged since 2016 at \$66,768 and \$58,560 respectively. The 2024 OHA Salary Commission was appointed on October 29, 2024, and tasked with making recommendations for the salaries of the Board of Trustees for OHA before the 20th legislative day, or February 14, 2025, of the regular session.

The Commission urges future Gubernatorial administrations to ensure the convening of this Commission to ensure that the State adequately fulfills its statutory obligations and its responsibilities to the Native Hawaiian population.

The Commission publicly noticed and convened meetings on:

- December 4, 2024
- December 18, 2024
- December 27, 2024
- January 7, 2025
- (INSERT DATE)

During these meetings, the Commission reviewed its statutory mandate; history and recommendations of previous commissions; Hawai'i State Constitution Article XII, Sections 5 and 6 – Establishment of Board of Trustees; pertinent sections of HRS Chapter 10; OHA Board of Trustees Bylaws; 2023 OHA Annual Report; OHA Trustees and Elected Officials in Hawai'i Comparative Overview; Commission on Salaries Report and Recommendations to the 2019 Legislature; U.S. Bureau of Labor Statistics Consumer Price Index for Urban Hawai'i and United States: 1940 – 2023; and the Department of Business, Economic Development and Tourism Self Sufficiency Income Standard Estimates for the State of Hawai'i and Counties 2022.

The Commission presented a draft report to the public (SECTION TO BE COMPLETED)

The 2024 OHA Salary Commission and its Statutory Responsibilities

The Commission was established pursuant to Chapter 10-9.5, HRS, to study and make recommendations to the State Legislature on appropriate salary for the Board of Trustees

of OHA. The Commission is formed every four years and consists of seven members appointed by the Governor from nominations submitted by Native Hawaiian Organizations.

On October 29, 2024, Governor Josh Green, M.D., appointed the following seven members to the Commission (in alphabetical order):

1. Ian Custino
2. Tyler Gomes
3. Kawehi Inaba
4. Reyn Kaupiko
5. Anita Naone
6. Dennis Rose
7. Venus Rosete-Medeiros

The Commission held its first meeting on December 4, 2024, when the simple majority elected Tyler Gomes as Chair and Ian Custino as Vice Chair of the Commission. The Governor's Office and the Department of Human Resources Development provided support to the Commission.

The salary recommendations of the Commission are due by the twentieth legislative day of the 2025 Legislative Session, or February 14, 2025, and become effective as of the date of the recommendations unless the Legislature disapproves the recommendations by adoption of a concurrent resolution before adjournment sine die of the Legislative Session. The Commission is dissolved upon the completion of its recommendations.

Past OHA Salary Commissions

The first Advisory Commission on OHA Trustees' Compensation was appointed in 1992 and provided recommendations to the State Legislature in 1993. The 1993 Legislature set the OHA Trustees' salaries at \$32,000 per year, with the Chairperson receiving an additional \$5,000, and made provision for regular adjustment of the salaries every four years by a salary commission. In 1996, no appointments were made. In 1999, the Legislature amended the HRS Chapter 10-9.5 so that the next duly appointed Commission would submit recommendations to the 2000 Legislature. The Commission appointed in 2000 recommended no salary adjustment.

The Commission formed in 2004 recommended that the Trustees' annual salary be established at \$41,000 and \$47,000 for the Chairperson. The Commission recommended that this salary remain constant for the statutorily mandated four-year period.

The 2008 OHA Salary Commission recommendations included a base or starting annual salary of \$57,000 for the Chairperson and \$50,004 for the Trustee. Additionally, the Commission recommended a 3.5% annual increase effective at the start (July 1) of the 2009, 2010, and 2011 fiscal years. These salaries are specified in Table 2 below:

Table 2: 2008 Salary Recommendations for OHA Trustees			
Starting	Ending	Chairperson	Trustee
February 11, 2008	June 30, 2009	\$57,000	\$50,004
July 1, 2009	June 30, 2010	\$59,004	\$51,756
July 1, 2010	June 30, 2011	\$61,068	\$53,568
July 1, 2011	*Effective Date	\$63,204	\$55,440
*This is the date the 2012 OHA Salary Commission recommendations go into effect.			

The 2012 OHA Salary Commission recommendations maintained the then-current salary of \$63,204 for the OHA Chair person and salary of \$55,440 for the other OHA Trustees, for Fiscal Years 2012, 2013, and 2014. For Fiscal Year 2015 the salary amount for the Chairperson and Trustees was determined by the formula in Table 3 below.

Table 3: 2012 Salary Recommendations for OHA Trustees			
Starting	Ending	Chairperson	Trustee
July 1, 2011	June 30, 2012	\$63,204	\$55,440
July 1, 2012	June 30, 2013	\$63,204	\$55,440
July 1, 2013	June 30, 2014	\$63,204	\$55,440
July 1, 2014	June 30, 2015	\$(See formula below)	\$(See formula below)

Formula for Fiscal Year 2015: Regarding the Trustee salary for the period 7/1/2014 – 6/30/2015: Starting with the base of the \$63,204 for the Chairperson and \$55,440 for the other OHA Trustees, the Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2012 – 6/30/2015 or the annual Honolulu Consumer Price Index (CPI) for prior year ending 12/31/2013, but not less than zero.

Note: July 1, 2015 is the date the 2016 OHA Salary Commission recommendations go into effect.

The 2016 OHA Salary Commission established a base salary of \$64,164 for the Chairperson and \$56,280 for each of the other OHA Trustees. These salaries remained unchanged until Fiscal Year 2018 when a 4% increase was implemented. For Fiscal Year 2019 the salary amount for the Chairperson and Trustees was determined by the formula in Table 4 below.

Table 4: 2016 Salary Recommendations for OHA Trustees

Starting	Ending	Chairperson	Trustee
July 1, 2015	June 30, 2016	\$64,164	\$56,280
July 1, 2016	June 30, 2017	\$64,164	\$56,280
July 1, 2017	June 30, 2018	\$66,768	\$58,560
July 1, 2018	June 30, 2019	\$ (See formula below)	\$ (See formula below)

Formula for Fiscal Year 2018: Regarding the Trustee salary for the period 7/1/2017 – 6/30/2018: Starting with the base of the \$64,164 for the Chairperson and \$56,280 for the other OHA Trustees, the Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage annual salary increase that may be afforded to OHA staff for the period 7/1/2012 – 6/30/2015 or the annual Honolulu Consumer Price Index (CPI) for prior year ending 12/31/2013, but not less than zero.

Note: July 1, 2019 is the date the 2020 OHA Salary Commission recommendations go into effect.

In 2020, no appointments were made to the OHA Salary Commission, and the Commission did not convene. As a result, salaries were effectively frozen at \$66,768 for the Chairperson and \$56,280 for each of the other OHA Trustees.

Guiding Principles and Considerations

At the December 18, 2024 OHA Salary Commission meeting, the Commission reviewed the past commission reports and adopted the following guiding principles to conduct their work:

- a. The salary of OHA Trustees should be fair and equitable.
- b. The recommendations of the Commission are for the position of the OHA Trustee and not reflective of the OHA Trustee currently in office.
- c. The recommendations of the Commission are solely for the salary of the OHA Trustees as expressed in statute.
- d. The compensation should adequately reflect the fiduciary responsibility maintained by the OHA Trustees
- e. Annual cost-of-living should be considered if possible.

Duties and Responsibilities of OHA Trustees

Pursuant to State law (HRS §10-5 and §10-6), the Trustees for the Office of Hawaiian Affairs are charged with broad powers, duties, and responsibilities, among which include in part, and in summary:

- Managing the income and proceeds from the pro rata portion of the Public Land Trust;
- Controlling real property held by OHA;
- Formulating policies related to Hawaiians;
- Providing grants and technical and financial assistance to individuals, organizations, and agencies;
- Developing and continually updating a strategic plan for OHA;
- Assisting in the development of state and county agency plans for native Hawaiian and Hawaiian programs and services;
- Advising and coordinating with Federal, State, and County officials regarding Hawaiians and Hawaiian programs; and

- Promoting and assisting the establishment of agencies to serve native Hawaiians and Hawaiians.

In carrying out their fiduciary responsibilities and balancing cultural views, Trustees serve in a year-round capacity. Testimony from Trustees reflected a 40-hour-work-week commitment in order to properly fulfill the duties and responsibilities associated with the role.

In addition to regular Board of Trustee meetings, there are three standing committees of the whole: 1) Beneficiary Advocacy and Empowerment, 2) Budget and Finance, and 3) Investment and Land Management. Further, the three committees periodically hold joint meetings.

Over and above their regular internal meetings, OHA Trustees are also called upon by the Executive and Legislative Branches to serve on various Boards and Commissions. Trustees also convene and attend regular community meetings on each island statewide, and travel to Washington, D.C., to advocate with Members of Congress and the federal administration.

Trustee Current Salary and Fringe Benefit Package

In addition to the salary, OHA Trustees also receive a cash fringe in the form of an allowance. The allowance is intended to assist the Trustees in the functions of their office and is not considered as part of their annual salary. The Protocol Fund previously provided to the Chairperson was not extended after June 30, 2016.

OHA Trustees receive a fringe benefit package comparable to OHA employees and other State government officials. However, OHA Trustees do not receive vacation and sick leave compared to the 21 days of vacation and 21 days of sick leave afforded to all other full-time State employees. These benefits are described in Attachment A.

Trustee salaries, unlike other elected officials and departmental directors, are not funded from the State's General Fund. Rather, a pro-rata portion of the income and proceeds derived from the use of Public Land Trust lands that are set aside for native Hawaiians fund OHA Trustee salaries. As a result, increases to Trustee salaries will not impact legislative appropriations or the executive budget.

Analysis Methodology

- a. Review compensation of comparable state and county elected officials.
- b. Analyze the Concept of a Possible Annual Adjustment:

It was noted that during OHA's biennium budgeting process, staff have not received an across-the-board percentage increase as was the practice in 2016 at the last convening of the Commission.

Analysis Discussion

Commissioners carefully considered the testimony of Ka Pouhana of the Office of Hawaiian Affairs, Stacy Ferreira, as well as Trustees Brickwood Galuteria and Kalei Akaka. Key factors included verifying that the day-to-day operations of Trustees align with their statutory responsibilities and examining the time commitment required for their roles.

It is evident to this Commission that Trustees are expected to dedicate no fewer than forty hours per week to fulfill their duties. Their responsibilities include participation in Regular Board Meetings and three Committees, where all Trustees serve. Additionally, Trustees are required to advocate for Hawaiians at the Capitol and Legislature, attend regular community meetings across the State, and represent their office at frequent events year-round.

Notably, testimony highlighted that the demands of the Trustees' work often preclude them from pursuing supplementary employment. Trustees face a significant disparity at current salary levels compared to other positions with equivalent or lesser time commitments. For instance, the Commission reviewed the salaries of State Legislators, who paid for approximately five months annually, and County Council Members, whose constituencies are smaller in scale than the over 300,000 Hawaiians residing in Hawai'i. Despite being elected by specific districts, OHA Trustees bear responsibility for the entire Hawaiian population in Hawai'i.

To address this inequity, the Commission analyzed the 12-month-equivalent of State Legislator salaries (illustrated in Table 6) to establish a baseline for party, given the full-time nature of the Trustees' work, the Trustees' responsibility to advocate for and serve a statewide constituency far exceeds that of many comparable public offices, the high cost of living in Hawai'i and relevant economic indicators, such as the Consumer Price Index (CPI) and the Personal Consumption Expenditures Price Index (HIPCPE). The Hawai'i Personal Consumption Expenditures Price Index was accepted as a potential factor in determining annual adjustments, as it provides a more comprehensive picture of consumer spending and current economic trends. The Commission determined that the lesser of the two indices in a given year (but not less than zero) offers a balanced and responsive approach to economic fluctuations.

The Commission also reviewed the guidance and rationale of the State Commission on Salaries most recent report as well as the report of the City and County of Honolulu's Salary Commission in their determination of City Council Member salaries to ensure alignment with broader public-sector compensation standards.

The Commission concluded that providing a competitive and equitable salary is essential for several reasons:

- a. **Quality of Service** - adequate pay ensures that Trustees can fully dedicate themselves to their roles, resulting in higher-quality governance and advocacy;
- b. **Minimized Distractions** - proper compensation reduces the financial pressure on Trustees to seek additional employment, enabling them to focus exclusively on their duties; and
- c. **Broader Candidate Pool** - improved salaries may attract a more diverse range of qualified candidates, including those who previously could not afford to serve at the current salary levels.

After comprehensive analysis, the Commission determined that the proposed adjustments are justified to align Trustees’ compensation with their substantial responsibilities and workload. The methodology outlined ensures a fair and measured approach, balancing economic realities with the need to maintain effective governance for Hawaiians.

Given the matters discussed above, the analysis is presented using Base Salaries.

Table 5 below illustrates the hypothetical salaries the Chair and Trustees would have received if the previous commissions implemented salary adjustments aligned with CPI. This demonstrates the impact of missed adjustments and the associated opportunity cost reflecting a financial disadvantage incurred by the Trustees over time. This recalibration is necessary to restore salaries at appropriate levels, ensuring equity, fairness, and alignment with the responsibilities of their roles.

Table 5: OHA Trustee Salary Adjustments Based on CPI				
Year	CPI	Change Factor	Chair Salary (\$)	Trustee Salary (\$)
2016	265.283	1.020		
2017	272.014	1.025	\$66,768	\$58,560
2018	277.078	1.019	\$68,437	\$60,024
2019	281.585	1.016	\$69,738	\$61,164
2020	286.008	1.016	\$70,853	\$62,143

2021	296.818	1.038	\$71,987	\$63,137
2022	316.076	1.065	\$74,722	\$65,537
2023	325.954	1.031	\$79,579	\$69,796
2024	n/a	n/a	\$127,368	\$117,360

Source: U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers (CPI-U), All Items, Urban Hawaii (Honolulu), 1940–2023.

Table 6: Analysis of Elected Officials		
	Current 5-Month Salary, as of December 2024	Current Annual (or 12-month equivalent), as of December 2024
State Legislature		
Senate President/House Speaker	\$83,052	\$199,325
Senators/Representatives	\$74,160	\$177,984
Honolulu City Council		
Chair	N/A	\$127,368
Council Member	N/A	\$117,360
Maui County Council		
Chair	N/A	\$86,336
Council Member	N/A	\$80,229
Hawai'i County Council		
Chair	N/A	\$99,024
Council Member	N/A	\$99,024
Kaua'i County Council		
Chair	N/A	\$88,512
Council Member	N/A	\$78,672

Averages		
Chair Leadership		\$120,113
Members		\$110,653

Historical increases for these salaries are described in Attachment B.

Findings

After careful review and deliberation, the Commission recommends the base salary and utilization of the formula defined in Table 1 for the Chair and Trustees.

Draft Salary Recommendations and Solicitations of Public Comments

The draft report was presented to the Commission on (INSERT DATE), where the public was invited to provide testimony. The Commission approved the draft report on (INSERT DATE). After the approval, the Commission directed that the draft report be made publicly available, and written comments were invited from (START DATE) to (END DATE). A notice announcing the public comment period was published in the legal ads section of the Star Advertiser

Review of Draft Salary Recommendations and Public Comments

On (INSERT DATE) the Commission convened its final meeting to review the draft report and recommendations as well as consider written and oral public comments. The Commission duly notes that (X) number of written testimony was received and is summarized below:

(INSERT SUMMARY)

Recommendations

The 2024 Office of Hawaiian Affairs Salary Commission has completed its analysis, discussion, and on (INSERT DATE) approved the following recommendations regarding the salary of the OHA Trustees.

Table 1: Salary Recommendations for OHA Trustees

State Fiscal Year	Starting	Ending	Chairperson	Trustees
FY 2025	(INSERT DATE)	June 30, 2025	\$127,368	\$117,360
FY 2026	July 1, 2025	June 30, 2026	\$(See formula below)	\$(See formula below)
FY 2027	July 1, 2026	June 30, 2027	\$(See formula below)	\$(See formula below)
FY 2028	July 1, 2027	June 30, 2028	\$(See formula below)	\$(See formula below)

Formula for FY 2026 – July 1 2025 to June 30, 2026: Trustee salaries will begin with a base salary of \$127,368 for the Chairperson and \$117,360 for each of the other Trustees and will increase by no less than zero and will be determined by the smaller percentage of:

- The Personal Consumption Expenditures for Hawaii (HIPCE) or
- The Honolulu Consumer Price Index (CPI) for the prior year ending December 31, 2024.

Formula for FY 2027 – July 1, 2026 to June 30, 2027: Trustee salaries will increase by no less than zero and will be determined by the smaller percentage of:

- The HIPCE or
- The CPI for the prior year ending December 31, 2025.

Formula for FY 2028 – July 1, 2027 to June 30, 2028: Trustee salaries will increase by no less than zero and will be determined by the smaller percentage of:

- The HIPCE or
- The CPI for the prior year ending December 31, 2026.

Note: July 1, 2028 is the date the 2028 OHA Salary Commission recommendations go into effect.

In summary, the OHA Salary Commission has proposed salary adjustments for Trustees for fiscal years 2025 through 2028. For FY 2025, the Chairperson's salary is set at \$127,368,

while each Trustee's salary is set at \$117,360. For FY 2026 to FY 2028, salaries will be adjusted annually based on the smaller percentage of the Personal Consumption Expenditures for Hawaii (HIPCE) or the Honolulu Consumer Price Index (CPI) for the prior calendar year, ensuring no salary decreases ("no less than zero"). FY 2026 salaries will begin with the FY 2025 base salaries and apply this adjustment formula. FY 2027 and FY 2028 will continue with the same adjustment method based on the HIPCE or CPI for the prior year. The new salary recommendations by the 2028 OHA Salary Commission will take effect on July 1, 2028.

In accordance with Chapter 10-9.5, Hawai'i Revised Statutes (HRS), these salary recommendations are effective as of the date of the recommendations unless the legislature disapproves the recommendation by adoption of a concurrent resolution before its adjournment sine die May 2, 2025.

With the approval of the salary recommendations, the 2024 OHA Salary Commission by unanimous vote at the adjournment of its meeting on (INSERT DATE).

Attachments

ATTACHMENT A

Summary Comparison of OHA Trustee Salary and Fringe Benefits (7/1/11 to Present)

Categories	7/1/11-6/30/14		7/1/14-6/30/16				7/1/16-6/30/18				7/1/18-6/30/20				7/1/20-6/30/22			
	CHR	TRS	CHR	% CHG	TRS	% CHG	CHR	% CHG	TRS	% CHG	CHR	% CHG	TRS	% CHG	CHR	% CHG	TRS	% CHG
Wage/Salary	63,204	55,440	64,164	2%	56,280	2%	66,768	4%	58,560	4%	66,768	0%	58,560	0%	66,768	0%	58,560	0%
Trustee Allowance	7,200	7,200	22,200	208%	22,200	208%	7,200	-208%	7,200	-208%	7,200	0%	7,200	0%	7,200	0%	7,200	0%
Protocol Fund	3,500	0	3,500	0%	0		N/A		N/A		N/A		N/A		N/A		N/A	
Total Cash	75,604	62,640	86,364	14%	78,480	25%	73,968	-17%	65,760	-19%	73,968	0%	65,760	0%	73,968	0%	65,760	0%
Non-Cash Fringe (%)	N/A	N/A	N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A	
State Health Fund (EUTH)	Yes ⁽¹⁾	Yes ⁽¹⁾	Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾	
State Retirement Plan (ERS)	Yes ⁽²⁾	Yes ⁽²⁾	Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾	
Group Term Life Ins.	Yes ⁽³⁾	Yes ⁽³⁾	Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾	
Paid Holidays	Yes ⁽⁴⁾	Yes ⁽⁴⁾	Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾	
Workers Compensation	Yes ⁽⁵⁾	Yes ⁽⁵⁾	Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾	
Temporary Disability Insurance (TDI)	Yes ⁽⁶⁾	Yes ⁽⁶⁾	Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾	
Island Saving Plan (Deferred compensation)	Yes ⁽⁷⁾	Yes ⁽⁷⁾	Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾	
Mileage reimbursement	Yes ⁽⁸⁾	Yes ⁽⁸⁾	Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾	
Vacation and Sick Leave	No ⁽⁹⁾	No ⁽⁹⁾	No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾	

(1) State contribution toward premium depends on the type of plan selected by Trustee. A wide range of health care plans is offered to eligible employees and their families. Plans include Medical, Prescription Drug, Vision, and Dental. There is no enrollment waiting period, coverage is immediate.

(2) State contribution toward a plan depends on the type of plan in which Trustee is enrolled. Premiums are pre-tax contributions. The benefits Trustees receive are identical to those received by other State elected officials (i.e., State Legislature). Additionally, Trustees who were in office prior to being included in the Employee Retirement System have been allowed to "buy back" into the system. Upon retirement, medical coverage is identical to any other State retiree if eligibility requirements are met. Effective July 1, 2002, OHA Trustees may choose to become a member of ERS, Section 88-43 HRS.

(3) Trustees are provided group term life insurance at no cost. Benefit amount is dependent upon the age. Portability is also offered with this plan.

(4) Trustees receive 13 days paid holidays in a non-election year and 14 days in an election year.

(5) Trustees are covered by OHA self-insurance workers compensation plan.

(6) Trustees are covered by TDI law and subject to eligibility requirements.

(7) Trustees can decide how much of their salary they wish to contribute to the savings plan (pre-tax basis) and how to invest their contribution.

(8) Trustees receive 67 cents per mile for reimbursement in 2024.

(9) Unlike other State employees, Trustees do not receive 21 days of vacation and 21 days of sick leave.

Summary Comparison of OHA Trustee Salary and Fringe Benefits (7/1/11 to Present)

Categories	7/1/22-6/30/24				7/1/24-present				Authority
	CHR	% CHG	TRS	% CHG	CHR	% CHG	TRS	% CHG	
Wage/Salary	66,768	0%	58,560	0%	66,768	0%	58,560	0%	HRS §10-9(a)
Trustee Allowance	7,200	0%	7,200	0%	7,200	0%	7,200	0%	HRS §10-9(b)
Protocol Fund	N/A		N/A		N/A		N/A		HRS §10-9(b)
Total Cash	73,968	0%	65,760	0%	73,968	0%	65,760	0%	
Non-Cash Fringe (%)	N/A		N/A		N/A		N/A		
State Health Fund (EUTH)	Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾		Yes ⁽¹⁾		HRS Chapter 87A
State Retirement Plan (ERS)	Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾		Yes ⁽²⁾		HRS §§88-54.5
Group Term Life Ins.	Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾		Yes ⁽³⁾		HRS § 10-9(b)
Paid Holidays	Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾		Yes ⁽⁴⁾		HRS §8-1
Workers Compensation	Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾		Yes ⁽⁵⁾		HRS Chapter 386
Temporary Disability Insurance (TDI)	Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾		Yes ⁽⁶⁾		HRS § 10-9(b), and §§ 392-5.
Island Saving Plan (Deferred compensation)	Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾		Yes ⁽⁷⁾		HRS § 10-9(b)
Mileage reimbursement	Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾		Yes ⁽⁸⁾		HRS § 10-9(b)
Vacation and Sick Leave	No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾		No ⁽⁹⁾		HRS §78-23

ATTACHMENT B

OHA SALARY COMMISSION
 SALARY COMPARISON: OHA TRUSTEES, STATE LEGISLATORS, AND COUNTY COUNCILS

Year	OHA Chair	OHA Trustee	Change	House Speaker and Senate President (5 mos)	Change	12 mos Equiv	Representatives and Senators (5 mos)	Change	12 mos Equiv.	City and County of Honolulu Council Chair	Change
2012	\$63,204	\$55,440		\$53,398		\$128,154	\$46,273		\$111,054	\$58,596	
2013	\$63,204	\$55,440	0%	*\$63,396	19%	*\$152,150	*\$55,896	21%	\$134,150	\$58,596	0%
2014	\$64,164	\$56,280	2%	\$66,504	5%	\$156,845	\$57,852	3%	\$138,845	\$63,288	8%
2015	\$64,164	\$56,280	0%	\$67,680	2%	\$159,610	\$59,004	2%	\$141,610	\$64,872	3%
2016	\$66,768	\$58,560	4%	\$68,880	2%	\$162,432	\$60,180	2%	\$144,432	\$68,112	5%
2017	\$66,768	\$58,560	0%	\$70,104	2%	\$165,312	\$61,380	2%	\$147,312	\$71,520	5%
2018	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	2%	\$150,250	\$74,376	4%
2019	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	0%	\$150,250	\$76,968	3%
2020	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	0%	\$150,250	\$76,968	0%
2021	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	0%	\$150,250	\$76,968	0%
2022	\$66,768	\$58,560	0%	\$70,104	0%	\$168,250	\$62,604	0%	\$150,250	\$76,968	0%
2023	\$66,768	\$58,560	0%	\$81,024	16%	\$194,458	\$72,348	16%	\$173,635	\$123,292	60%
2024	\$66,768	\$58,560	0%	\$83,052	2.5%	\$199,325	\$74,160	3%	\$177,984	\$127,368	3%

State Legislator salary increases begin January 1st unless otherwise noted

OHA Board of Trustees and County Council salary increases begin on July 1st unless otherwise noted

* Salary Increase starts on July 1, 2013

OHA SALARY COMMISSION
SALARY COMPARISON: OHA TRUSTEES, STATE LEGISLATORS, AND COUNTY COUNCILS

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Year	City and County of Honolulu Council Member	Change	Hawai'i County Council Chair	Hawai'i County Council Member	Change	Kaua'i County Council Chair	Kaua'i County Council Member	Change	Maui County Council Chair	Maui County Council Member	Change
2012	\$52,446										
2013	\$52,446	0%									
2014	\$56,640	8%									
2015	\$58,056	3%									
2016	\$60,960	5%									
2017	\$64,008	5%									
2018	\$66,596	4%	\$77,016	\$70,008		\$72,809	\$64,716		\$82,225	\$76,475	
2019	\$68,904	3%	\$77,016	\$70,008	0%				\$82,225	\$76,475	
2020	\$68,904	0%	\$77,016	\$70,008	0%				\$82,225	\$76,475	
2021	\$68,904	0%	\$77,016	\$70,008	0%				\$82,225	\$76,475	
2022	\$68,904	0%	\$77,016	\$70,008	0%	\$76,452	\$67,956	5%	\$82,225	\$76,475	
2023	\$113,304	64%	\$77,016	\$70,008	0%						
2024	\$117,360	4%	\$99,024	\$99,024	41%	\$88,512	\$78,672	16%	\$86,336	\$80,229	5%

