

# The Senate Ka 'Aha Kenekoa

STATE CAPITOL  
HONOLULU, HAWAII 96813

January 29, 2025

Ms. Colleen Hanabusa, Chair  
Commission on Salaries – Commission Meeting Testimony  
Leiopapa A Kamehameha Building, Room 1403  
235 South Beretania Street  
Honolulu, HI 96813

Aloha Chair Hanabusa:

I have been following the proceedings of the Commission on Salaries (Commission) with interest, and I am submitting this testimony for consideration at the Commission's next meeting on January 30, 2025. This testimony is for agenda item 3: Discuss/Finalize salary scenarios and recommendations for the governor, lieutenant governor, and cabinet members; judges/justices; and legislators.

At its January 27 meeting, the Commission appeared to reach a consensus that the Attorney General and the Director of Finance would be placed in Salary Tier 1, and all other department directors would be placed in Salary Tier 2. This is in line with the practice of previous Commissions, and I support its continuation since the responsibilities of the Attorney General and the Director of Finance are wide-ranging and of critical importance to the State.

I noticed, however, that the Commission intends to place all deputy directors, including the deputy directors of the Department of the Attorney General and the Department of Budget and Finance, in a single salary tier. This would be a departure from the practice of previous Commissions, as the deputy directors serving the Department of the Attorney General and the Department of Budget and Finance have traditionally been placed in a separate tier because they shoulder the same wide-ranging and critical responsibilities that are placed upon the Attorney General and the Director of Finance.

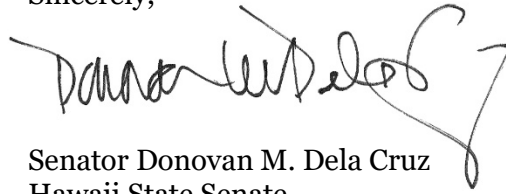
Recruiting and retaining qualified employees has been a challenge for the State. Attracting and retaining talented individuals to two of our most critical agencies is of paramount importance, and I urge the Commission to preserve the salary tiers established by previous Commissions for deputy directors.

Senator Donovan M. Dela Cruz  
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I appreciate the Commission's continued work and consideration of my comments.

Sincerely,

A handwritten signature in black ink, appearing to read "Donovan M. Dela Cruz", with a large, stylized flourish extending to the right.

Senator Donovan M. Dela Cruz  
Hawaii State Senate

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