

2024 Office of Hawaiian Affairs Salary Commission

January 29, 2025

The Honorable Josh Green, M.D.  
Governor, State of Hawai'i  
Executive Chambers, Hawai'i State Capitol  
Honolulu, Hawai'i 96813

The Honorable Ronald D. Kouchi  
Senate President  
Room 409, Hawai'i State Capitol  
Honolulu, Hawai'i 96813

The Honorable Nadine K. Nakamura  
Speaker of the House  
Room 431, Hawai'i State Capitol  
Honolulu, Hawai'i 96813

Subject: Report and Recommendations Regarding the Salary of the Board of Trustees of the Office of Hawaiian Affairs

In furtherance of its statutory duties and responsibilities, the 2024 Salary Commission (Commission) for the Board of Trustees of the Office of Hawaiian Affairs (OHA) has completed its study and review and submits this proposed salary recommendation for the OHA Trustees. On January 29, 2025, the Commission voted to approve the "Final Report and Recommendations Regarding the Salary of the Board of Trustees of the Office of Hawaiian Affairs" (attached).

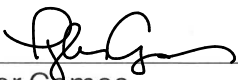
By Hawai'i Law, Hawai'i Revised Statutes (HRS) Section 10-9.5, the Hawai'i Governor appoints an OHA Salary Commission every four years. The 2024 OHA Salary Commission was appointed on October 29, 2024, and tasked with making recommendations for the salaries of the Board of Trustees for the Office of Hawaiian Affairs before the 20<sup>th</sup> legislative day, or February 14, 2025, of the regular session.

Pursuant to Chapter 92, HRS, the process and deliberations of the 2024 OHA Salary Commission were open and public. The Commission carefully reviewed the history and recommendations of previous commissions; Hawai'i State Constitution Article XII, Sections 5 and 6 – Establishment of Board of Trustees; pertinent sections of Chapter 10, HRS; 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. Additionally, the Commission considered the testimony of Ka Pouhana of the Office of Hawaiian Affairs, Stacy Ferreira, as well as, Trustee Brickwood Galuteria and Kalei Akaka.

In summary, the OHA Salary Commission for the OHA Board of Trustees recommends that Trustee Salary levels be realigned to appropriate levels with a base salary of \$100,308 for the Chairperson and \$91,560 for the Trustees, along with annual adjustments of 5%.

Mahalo nui loa,

2024 Office of Hawaiian Affairs Salary Commission

  
Tyler Gomes  
Chair

  
Ian Custino  
Vice-Chair

  
Anita Naone  
Commissioner

  
Rebecca Kawehi Inaba  
Commissioner

  
Reyn Kaupiko  
Commissioner

  
Venus Rose-Mederos  
Commissioner

  
Dennis Rose  
Commissioner

Attachment – Report and Recommendations of the 2024 OHA Salary Commission

- c: The Honorable Kaiali'i Kahele, Chairperson, Office of Hawaiian Affairs
- The Honorable Keoni Souza, Vice-Chairperson, Office of Hawaiian Affairs
- The Honorable Dan Ahuna, Trustee, Office of Hawaiian Affairs
- The Honorable Kalei Akaka, Trustee, Office of Hawaiian Affairs
- The Honorable Keli'i Akina, Trustee, Office of Hawaiian Affairs
- The Honorable Luana Alapa, Trustee, Office of Hawaiian Affairs
- The Honorable Brickwood Galuteria, Trustee, Office of Hawaiian Affairs
- The Honorable Carmen Hulu Lindsey, Trustee, Office of Hawaiian Affairs
- The Honorable John D. Waihe'e, IV, Trustee, Office of Hawaiian Affairs
- Stacy K. Ferriera, Ka Pouhana, Office of Hawaiian Affairs