



STATE OF HAWAII
OFFICE OF HAWAIIAN AFFAIRS
711 KAPI'OLANI BOULEVARD, SUITE 500
HONOLULU, HAWAII 96813

December 30, 2009

Senator Donna Mercado Kim, Chair
Ways and Means Committee
State Capitol
Room 210
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Mercado Kim,

Pursuant to the budget briefing instructions dated December 7, 2009, enclosed please find 1 copy of the following documents:

1. Budget Testimony
2. Budget Tables
3. OHA Organizational Chart

The documents have also been submitted, as requested, electronically to wamtestimony@capitol.hawaii.gov.

Please feel free to contact me or the OHA CFO, Richard Pezzulo by phone at 594-1999 should you have any questions or require additional information.

'O wau iho nō,

A handwritten signature in black ink, appearing to read "Clyde W. Nāmu'o".

Clyde W. Nāmu'o
Chief Executive Officer

CWN:rp



OFFICE OF HAWAIIAN AFFAIRS

Budget Briefing

January 6, 2010, 1:30PM

Fiscal Years 2010 and 2011

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Mission Statement

To mālama (protect) Hawai'i's people and environmental resources and OHA's assets, toward ensuring the perpetuation of the culture, the enhancement of lifestyle and the protection of entitlements of Native Hawaiians, while enabling the building of a strong and healthy Hawaiian people and nation, recognized nationally and internationally.

Economic Impact

In general terms the current economic and fiscal conditions affect OHA operations in a number of ways including:

1. The economic downturn has resulted in increased demand for Native Hawaiian services and assistance. The number of inquiries from beneficiaries has increased by almost 30% since the start of the economic downturn.
2. Trust funds available to OHA decreased due to under-performance of its investment portfolio as a result of the volatile stock market.
3. Continued legal challenges that could seriously impact Native Hawaiians have and will continue to require financial resources that could otherwise be used to address the increased demand for Native Hawaiian services and assistance.
4. State budget cuts will reduce services and programs that support low to moderate income individuals including OHA beneficiaries. As seen in the past, these beneficiaries, or the organizations serving beneficiaries, often turn to OHA to fill the gap.

The primary purpose of the OHA general funds received from the State of Hawai'i is to provide support and assistance to Native Hawaiians in the areas of:

1. ***Social services*** to OHA beneficiaries to: include information and referral services, case management and counseling, establishment of individual development accounts, financial literacy, and financial assistance. Referral services include those relating to education assistance, employment and income security, individual and family care, health needs, housing, legal services, genealogy research, business assistance, and general information.
2. ***Legal services and legal representation*** to OHA beneficiaries for: the assertion and defense of quiet title actions; assistance with ahupua'a and kuleana tenant rights, including rights of access and rights to water, land title assistance, including review of title and genealogy, preservation of traditional and customary practices, protection of culturally significant places, and preservation of Native Hawaiian land trust entitlements.
3. ***Educational enrichment programs*** for Native Hawaiian children in grades K through 12 to: optimize learning for Hawaiian students, develop a stronger interest in learning, connect learning and education to one's Hawaiian identity, and explore possible educational, career and academic goals the students may not have considered.

To address the increased demand for services, OHA would like to maintain its FY2010 and FY2011 appropriation as approved by the State Legislature. If the OHA general legislative funding amount is reduced, Native Hawaiians will be impacted in the following ways:

- A reduction in the legislative appropriation would negatively impact a vast majority of programs and services in the highest need areas including, but not limited to: 1) homelessness; 2) medically uninsured/underinsured; 3) mental health; 4) substance abuse; 5) domestic violence; and 6) chronic disease.
- There would be a significant reduction in services and beneficiary assistance including, but not limited to: 1) reduction in funding to emergency financial assistance programs, 2) reduction and potential elimination of case management services which assist beneficiaries to access community resources, 3) budget cuts leading to loss of clinicians providing mental health and substance abuse counseling and support, and 4) loss of health monitoring/navigation programs that assist those with chronic disease to get needed medical care.
- Important programs such as providing legal services to the Native Hawaiian community, currently provided by the Native Hawaiian Legal Corporation (NHLC), will be severely impacted which would lead to a reduction in staff attorneys and critical support staff (paralegals, legal clerks, etc.) and thus a reduction in available legal services to the Native Hawaiian community.

In pursuit of its mission, OHA partners with a number of state agencies and the University of Hawai'i. Further significant reductions in OHA funding sources would negatively impact OHA funding for many of these programs.

During the past five fiscal years (from FY 2005 through FY 2009), OHA expended \$20,498,606 in Trust funds to support State programs and services. In FY 2010, OHA anticipates continued funding amounting to \$5,752,884. The combined total of this six year period amounts to \$26,251,490. A breakdown of these expenditures is outlined in the Table below:

	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010 Projected
State Agencies	\$2,493,701	\$2,366,451	\$4,473,903	\$799,535	\$3,343,216	\$4,241,014
University of Hawaii	\$1,033,370	\$913,873	\$1,264,579	\$1,651,580	\$2,158,398	\$1,511,870
Total:	\$3,527,071	\$3,280,324	\$5,738,482	\$2,451,115	\$5,501,614	\$5,752,884

In FY 2011, OHA anticipates funding to the State of Hawai'i and UH in the amount of \$5,600,000. The OHA funding is provided for a variety of programs to include, but not limited to:

State Agencies

- DHHL for debt service on bonds
- Charter schools funding
- DOE for various grants and programs
- DLNR for planning and management of Wao Kele 'O Puna
- DHHL for home ownership assistance to lessees and first time buyers
- HTA grant to support Museum of Hawaiian Dance & Music
- DOH for Moloka'i General Hospital construction
- DAGS for emergency & transitional housing for homeless
- DOH grant for the Caregiver Training & Apprenticeship program
- DOE for various grants & programs, including Hawaiian Language School Immersion program
- DOH for Kukala Aloha Holistic Mental Illness Treatment program:

UH System

- University of Hawai'i at Hilo:
 - ❖ Na Pua No'eau (budgeted trust fund portion)
 - ❖ Ho'omau 'Aha 'Opio Alaka'i design program
 - ❖ 'Ohana strengthening education programs and other programs
 - ❖ Running Start program
 - ❖ Ka Haka 'Ula O Ke'elikolani Hawaiian Language College
 - ❖ 'Imiloa Astronomy Center Pocket Theatre
 - ❖ Ku Kilakila writing anthology
 - ❖ Youth leadership program
 - ❖ Hawaiian language and literature master's and bachelor's degree program
- University of Hawai'i
 - ❖ Achieving the Dream legislative proviso (budgeted trust fund portion)
 - ❖ Support for UH School of Social Work master's candidates
 - ❖ College of Education 'Aha Ho'ona'auao 'Oiwī program
 - ❖ Study on the criminal justice system & Native Hawaiians, Richardson School of Law
 - ❖ William S. Richardson School of Law Center for Excellence in Native Hawaiian Law
 - ❖ College of Education Aha Ho'ona'auao 'Oiwī program
 - ❖ Ho'okulaiwi Center for Hawaiian & Indigenous Education
 - ❖ Hawaii Innocence Project
 - ❖ School of Social Work Master's program
 - ❖ 'Oiwī Ake Akamai Fellowship Program
 - ❖ Kawaihuelani programs for ceded lands inventory, agriculture, aquaculture and oceanography

- ❖ Kamakakuokalani Center of Hawaiian Studies program student sponsorship to the United Nations
- ❖ Kua‘ana Native Hawaiian student development services to train UHM students to be tutors and mentors
- ❖ Geomorphological study of Papohaku dune preservation plan
- Kaua‘i Community College
 - ❖ Youth and family educational support program
 - ❖ Tuition for students from Ni‘ihau
- Windward Community College
 - ❖ Employment Training Center certified nurse aid program
 - ❖ Economic Summit: \$87,940
 - ❖ Technical assistance for Native Hawaiian Revolving Loan program

Alternatives Considered

OHA, like many organizations, has been hit by the severe economic downturn. This has reduced our asset base and operating budget and made it imperative that we become a more streamlined operation. These economic realities make it critical for us as an organization to become as efficient as possible. At the same time, the issues facing Hawaiians make it clear that we can no longer be content with “business as usual.” We need to change from serving individual needs to applying our resources to programs and activities that will lead to systemic change and maximize the impact we have on all Hawaiians.

Therefore, OHA has developed a more proactive strategy to advocate on behalf of Hawaiians while also turning the organization into a more streamlined, performance-based organization. We believe that by focusing our efforts on a few key areas, rather than dispersing our strength, we can maximize the impact we have for all Hawaiians.

Under the strategic plan adopted by the Board of Trustees, OHA will focus on six key areas as follows:

KAHUA WAIWAI

Economic Self-Sufficiency

To have choices and a sustainable future, Native Hawaiians will progress toward greater economic self-sufficiency.

‘ĀINA

Land & Water

To maintain the connection to the past and a viable land base, Native Hawaiians will participate in and benefit from responsible stewardship of Ka Pae ‘Āina ‘O Hawai‘i.

MO‘OMEHEU

Culture

To strengthen identity, Native Hawaiians will preserve, practice and perpetuate their culture.

MAULI OLA

Health

To improve the quality and longevity of life, Native Hawaiians will enjoy healthy lifestyles and experience reduced onset of chronic diseases.

EA

Governance

To restore pono and ea, Native Hawaiians will achieve self-governance, after which the assets of OHA will be transferred to the new governing entity.

HO‘ONA‘AUAO

Education

To maximize choices of life and work, Native Hawaiians will gain knowledge and excel in educational opportunities at all levels.

These priorities are supported by ten result statements that transcend typical goals and singular objectives as they are expressed in quantifiable measurements that commit us to monitoring performance over time, and ultimately, hold OHA staff accountable to our constituents.

Woven together, the “priorities” and the “results” that comprise our Strategic Plan not only balance our direction for the coming years, but sharpen our focus, strengthen our role as advocates, knowledgeable leaders, and asset managers, and align operational planning, budgeting, and performance reporting. The adoption of a new strategic plan will mean that we have to make substantial changes at OHA, in the way we work, in our goals, and in our organization.

Our structure will shift from being organized by subject matter to the functions based on these three roles of asset management, research and advocacy. Along with this change we are also creating a performance-based culture that holds everyone accountable for achieving measurable results. The new organization structure will reduce the total FTE count by 14, from 167.5 to 153.5.

The transition to the new organization structure will be completed in early February 2010.

Table 1: Department –Wide Budget Summary

Attached

Table 2: Priority List of Functions

Statutory Reference: HRS10-3(3) Purpose of the office includes: Serving as the principal public agency in this State responsible for the performance, development and coordination of programs and activities relating to Native Hawaiians and Hawaiians.

OHA initially requested \$3,087,075 in general legislative funds for FY2010 and FY2011 to provide much needed services and assistance to Native Hawaiians. The State Legislature reduced this amount to \$2,469,659. OHA provides a match of \$5,810,847 as noted in the following table.

OHA Program ID	FY 2010		FY 2011	
	General Fund	Trust Fund Match	General Fund	Trust Fund Match
Program ID 150 – Office of the Trustees	\$ 29,935	\$ 277,187	\$ 29,935	\$ 277,187
Personnel Budget	28,435	275,687	28,435	275,687
Operating Budget	1,500	1,500	1,500	1,500
Program ID 160 – Support Services	808,657	2,945,528	808,657	2,945,528
Personnel Budget	427,982	2,564,853	427,982	2,564,853
Operating Budget	380,675	380,675	380,675	380,675
Program ID 175 – Beneficiary Advocacy	1,631,067	2,588,132	1,631,067	2,588,132
Personnel Budget	161,398	1,118,463	161,398	1,118,463
Operating Budget	1,469,669	1,469,669	1,469,669	1,469,669
Total All Programs:	\$2,469,659	\$5,810,847	\$2,469,659	\$5,810,847

\$1,488,571 of the general legislative appropriation amount, matched with \$1,574,833 of OHA Trust Funds, is paid to service providers for the delivery of the direct services as follows:

1. *Social services* to OHA beneficiaries;
2. *Legal services and legal representation* to OHA beneficiaries; and
3. *Educational enrichment programs* for Native Hawaiian children in grades K through 12 throughout the State.

The OHA BOT approved additional funding for these programs to increase the total funding for FY2010 and FY2011 to the FY2009 level. Pursuant to Chapter 103D and 103F, HRS, *social services, legal services and legal representation, and educational enrichment programs* were awarded as follows:

Program	Awarded Organization	General Funds	Trust Funds	Total Amount Awarded
<i>Social services</i>	Alu Like Inc.	\$ 381,020	\$ 448,980	\$ 830,000
<i>Legal services and legal representation</i>	Native Hawaiian Legal Corporation	491,981	556,819	1,048,800
<i>Educational enrichment programs</i>	University of Hawai'i, Hilo	615,570	569,034	1,184,604
Total:		\$ 1,488,571	\$ 1,574,833	\$ 3,063,404

The legislature included two new programs in the FY2010-2011 biennial budget for the Achieving the Dream Initiative (\$87,768) and Hawaii Institute of Marine Biology (\$70,000). These two programs are currently under review by staff and will be presented to the BOT for consideration in 2010.

Program	Awarded Organization	General Funds	Trust Funds	Total Amount Awarded
Achieving the Dream	University of Hawai'i	\$ 87,768	\$ 87,768	Pending BOT Approval
Institute of Marine Biology	University of Hawai'i	70,000	70,000	
Total:		\$ 157,768	\$ 157,768	

Approximately \$823,320 of the legislative funding is used for personnel and administrative costs to implement the three beneficiary services programs and a number of other services and programs that allow OHA to advocate for and provide services to Hawaiians.

The following is a brief update on the three programs currently being implemented:

1. ***Social services*** – Summary of Program Deliverables for the period from January 1, 2009 to December 28, 2009:

Information and Referral	3,149 unduplicated contacts
Case management	315 unduplicated clients
Individual Development Accounts	26 beneficiaries receiving matching funds \$36,194.14 disbursed
Financial Literacy Education	308 class attendees
Financial Assistance	141 beneficiaries received emergency financial assistance \$183,998.70 disbursed

2. ***Legal services and legal representation*** – NHLHC's current active caseload numbers 337 clients in 103 cases. An additional 71 clients in 35 cases were served and closed within the reporting period of July 1, 2008 through Dec. 22, 2009. Another 859 individuals called NHLHC or walked into its offices seeking legal assistance and were provided some level of service short of full representation.
3. ***Educational enrichment programs*** – Nā Pua No‘eau maintains its commitment to Hawai‘i’s children by “doing more with less” and keeping the quality of their programs as their student participant count continues to increase. Current progress reporting indicates that eight hundred twenty-one (821) student applicants have been received to date. Of this number, six hundred ninety-six (696) students have participated island-wide in a Nā Pua No‘eau program thus far this year.

The program has been able to keep all of their personnel. However, Nā Pua No‘eau has had to limit its supply cost and travel, curtailing its services as a statewide program. With this year’s budget deficit, Nā Pua No‘eau continues to build partnerships and collaborate with other organizations to maintain its teaching staff, the quality of the programs and be able to provide a needed service to Native Hawaiian students and families. In the past, Nā Pua No‘eau’s student to teacher ratio was 10 – 12 students to 1 teacher. Today, the budget provides for 40 students to 1 teacher. The additional teachers needed to maintain the past ratio is achieved through their partnerships and collaborations.

Table 3: Resources by Program ID

Attached

Table 4: Current Year (FY10) Restrictions

None

Table 5: Proposed FY11 Reductions

OHA administration is open to possible budget reductions; however, given the small size of the OHA general funds budget, OHA administration would prefer to discuss possible budget reductions with WAM and Finance Committee staff.

Table 6: Proposed FY11 Additions

None

Table 7: Non-General Funds

Attached – OHA provides Trust Funds as a match to the State’s General Funds as indicated in Table 7.

Table 8: Emergency Appropriation Requests

None

Table 9: Budget Decisions

None

Table 10: Vacancy Report

Attached

Table 11: Personnel Separations

Attached

Table 12: New Hires

Attached

Table 13: Reduction in Force (RIF) Actions

OHA is in the process of restructuring the organization based on a new BOT approved Strategic Plan as outlined in “Alternatives Considered” section above. The new organization structure will reduce the total FTE count by 14 as follows:

	Current #	Proposed #
Total Number of FTEs	173.5	157.5
Unfunded FTEs	6	4
Total Number of Funded FTEs:	167.5	153.5

Note: The half time position is in the Lanai office.

The restructure is scheduled to be completed in early February. The reduction in force will be completed through a combination of employee retirements, vacant positions and separation of employees who do not meet the qualifications for positions in the new structure.

Table 14: Expenditures Exceeding Federal Fund Ceiling

None

Table 15: Intradepartmental Transfers

None

Table 16: Capital Improvement Program (CIP) Budget/Summary

None

Organizational Chart

Attached

A copy of the organizational chart in effect on November 30, 2009 *and* a copy of the new organizational chart are attached.

Office of Hawaiian Affairs
Department-wide Budget Summary

Table 1

Fiscal Year (FY) 2010				
Act 140/09 Appropriation (a)	Restriction (b)	Emergency Appropriation (c)	Total FY10 (d)	MOF
2,469,659	-	-	2,469,659	A
			-	B
			-	N
5,810,847	-	-	5,810,847	T
			-	U
			-	W
8,280,506	-	-	8,280,506	Total
Fiscal Year (FY) 2011				
Act 140/09 Appropriation (a)	Reductions (f)	Additions (g)	Total FY11 (h)	MOF
2,469,659	-	-	2,469,659	A
			-	B
			-	N
5,810,847	-	-	5,810,847	T
			-	U
			-	W
8,280,506	-	-	8,280,506	Total

Office of Hawaiian Affairs
Priority List of Functions

Table 2

<u>Pri #</u>	<u>Description of Function</u>	<u>Activities</u>	<u>Prog ID(s)</u>	<u>Statutory Reference</u>
	See attached Budget Briefing commentary.			

Office of Hawaiian Affairs
Resources by Program ID

Table 3

		As budgeted in Act 140/09 (FY11)			Governor's Submittal (FY11)			
<u>Prog ID/Org</u>	<u>Program Title</u>	<u>Pos (P)</u>	<u>Pos (T)</u>	<u>\$\$\$</u>	<u>Pos (P)</u>	<u>Pos (T)</u>	<u>\$\$\$</u>	<u>MOF</u>
OHA150	OFFICE OF THE TRUSTEES	0.63	0	29,935	0.63	0	29,935	A
OHA150	OFFICE OF THE TRUSTEES	4.37	0	277,187	4.37	0	277,187	T
		5.00	0	307,122	5.00	0	307,122	Total
OHA160	ADMINISTRATION	7.60	0	808,657	7.60	0	808,657	A
OHA160	ADMINISTRATION	32.40	0	2,945,528	32.40	0	2,945,528	T
		40.00	0	3,754,185	40.00	0	3,754,185	Total
OHA175	BENEFICIARY ADVOCACY	2.86	0	1,631,067	2.86	0	1,631,067	A
OHA175	BENEFICIARY ADVOCACY	14.14	0	2,588,132	14.14	0	2,588,132	T
		17.00	0	4,219,199	17.00	0	4,219,199	Total
	TOTAL	11.09	0	2,469,659	11.09	0	2,469,659	A
	TOTAL	50.91	0	5,810,847	50.91	0	5,810,847	T
	TOTAL	62.00	0	8,280,506	62.00	0	8,280,506	Total

Office of Hawaiian Affairs
Current Year (FY10) Restrictions

Table 4

<u>Prog ID</u>	<u>Restriction \$\$\$</u>	<u>Impact</u>	<u>MOF</u>
	None		

Office of Hawaiian Affairs
Proposed FY11 Reductions

Table 5

<u>Type</u> (CB / RIF/ OA)	<u>Description of Reduction</u>	<u>Impact of Reduction</u>	<u>Prog ID</u>	<u>Pos (P)</u>	<u>Pos (T)</u>	<u>\$\$\$</u>	<u>MOF</u>	<u>Carry-over? (Y/N)</u>
	See attached Budget Briefing commentary.							

Office of Hawaiian Affairs
Proposed FY 11 Additions

Table 6

<u>Description of Addition</u>	<u>Prog ID</u>	<u>Pos (P)</u>	<u>Pos (T)</u>	<u>\$\$\$</u>	<u>MOF</u>
None					

Non-general funds (excluding Federal Funds)

<u>Name of Fund</u>	<u>Unencumbered Cash Balance</u>	<u>MOF</u>	<u>Statutory Reference</u>
OHA Matching Trust Funds (FY10)	2,699,146	T	Act 140/09
OHA Matching Trust Funds (FY11)	5,810,847	T	Act 140/09

Office of Hawaiian Affairs
Emergency Appropriation Requests

Table 8

<u>Prog ID</u>	<u>Description of Request</u>	<u>FTE</u>	<u>\$\$\$</u>	<u>MOF</u>
	None			

Budget Decisions

Prog ID/Org	Description	MOF	Department Request			Budget & Finance			Governor's Decision		
			Pos (P)	Pos (T)	\$\$\$	Pos (P)	Pos (T)	\$\$\$	Pos (P)	Pos (T)	\$\$\$
	None										

Office of Hawaiian Affairs
Vacancy Report

Table 10

<u>Date of Vacancy</u>	<u>Position Title</u>	<u>Position Number</u>	<u>Exempt (Y/N)</u>	<u>Budgeted Amount</u>	<u>Actual Salary Last Paid</u>	<u>MOF</u>	<u>Prog ID</u>	<u>Authority to Hire (Y/N)</u>
04/10/09	Director of Human Resources	10623	Y	89,964	89,964	A&T	160	Y
09/01/09	Accountant IV	10616	Y	49,608	49,608	A&T	160	Y
10/15/09	Senior Strategic Planner	17535	Y	76,627	76,627	A&T	160	Y
11/11/09	Trustee Secretary	15011	Y	38,730	38,730	A&T	150	Y
11/26/09	Board Services Specialist III	17537	Y	42,253	42,253	A&T	160	Y

Office of Hawaiian Affairs
Personnel Separations

Table 11

<u>Prog ID/Org</u>	<u>Position Number</u>	<u>Perm/Temp</u>	<u>MOF</u>	<u>Position Title</u>	<u>Budgeted FTE</u>	<u>Budgeted Salary</u>	<u>Actual FTE</u>	<u>Actual Salary</u>	<u>BU Code</u>	<u>SR Level</u>
160	17521	Perm	A&T	Secretary III	1.00	39,960	1.00	39,960	0	SR-16
160	17536	Perm	A&T	Support Services Specialist	1.00	48,652	1.00	48,652	0	SR-24
160	16010	Perm	A&T	Chief Financial Officer	1.00	88,584	1.00	88,584	0	EM-06
160	16023	Perm	A&T	Director of Human Resources	1.00	89,964	1.00	89,964	0	EM-06
175	17529	Perm	A&T	Hale Support Assistant	1.00	52,236	1.00	52,236	0	SR-16
175	17530	Perm	A&T	Community Outreach Specialist	1.00	44,604	1.00	40,014	0	SR-20
160	16021	Perm	A&T	Accountant V	1.00	56,871	1.00	56,871	0	SR-24
160	16016	Perm	A&T	Accountant IV	1.00	49,047	1.00	49,047	0	SR-22
160	17535	Perm	A&T	Senior Strategic Planner	1.00	76,627	1.00	76,627	0	SR-28
150	15011	Perm	A&T	Trustee Secretary III	1.00	38,730	1.00	38,730	0	SR-16
160	17537	Perm	A&T	Board Services Specialist II	1.00	42,253	1.00	42,253	0	SR-22

Office of Hawaiian Affairs
New Hires

Table 12

<u>New Hire Effective</u> <u>Date:</u>	<u>Prog ID/Org</u>	<u>Position</u> <u>Number</u>	<u>Perm/</u> <u>Temp</u>	<u>MOF</u>	<u>Position Title</u>	<u>Budgeted</u> <u>FTE</u>	<u>Budgeted</u> <u>Salary</u>	<u>Actual</u> <u>FTE</u>	<u>Actual Salary</u>	<u>BU Code</u>	<u>SR Level</u>
07/21/08	175	17518	Perm	A&T	Consumer Micro Loan Officer	1.00	51,120	1.00	51,120	0	SR-24
08/01/08	160	17547	Perm	A&T	Clerk Typist III (Kauai)	1.00	28,440	1.00	24,230	0	SR-10
08/04/08	160	16016	Perm	A&T	Accountant IV	1.00	49,608	1.00	49,608	0	SR-22
08/18/08	175	17530	Perm	A&T	Community Outreach Specialist	1.00	44,604	1.00	40,014	0	SR-20
11/03/08	160	16010	Perm	A&T	Chief Financial Officer	1.00	88,584	1.00	96,158	0	EM-06
12/01/08	160	17521	Perm	A&T	Secretary III	1.00	39,960	1.00	39,960	0	SR-16
07/20/09	175	17530	Perm	A&T	Community Outreach Specialist	1.00	39,065	1.00	39,065	0	SR-20
07/30/09	160	17536	Perm	A&T	Research Specialist	1.00	47,370	1.00	47,370	0	SR-24
09/01/09	160	16021	Perm	A&T	Accountant V	1.00	56,871	1.00	56,871	0	SR-24

Office of Hawaiian Affairs
Reduction in Force (RIF) Actions

Table 13

<u>RIF Code</u>	<u>Prog ID/Org</u>	<u>RIF Action</u>	<u>Position ##</u>	<u>Position Title</u>	<u>MOF</u>	<u>FTE</u>	<u>Current Comp Rate</u>	<u>Position Salary Decrease</u>	<u>Position Salary Increase</u>	<u>Comp Freq (Mo/Hr)</u>	<u>SR Level</u>	<u>BU</u>	<u>Perm/ Temp</u>	<u>Placement Action</u>	<u>Reason</u>
	See attached Budget Briefing commentary.														

Office of Hawaiian Affairs
Expenditures Exceeding Federal Fund Ceiling

Table 14

<u>Prog ID</u>	<u>Appropriation Ceiling</u>	<u>Ceiling Increase</u>	<u>Date of Increase</u>	<u>Reason for Exceeding Ceiling</u>	<u>Recurring (Y/N)</u>	<u>GF Impact (Y/N)</u>	<u>ARRA?</u>
	None						

Office of Hawaiian Affairs
Intradepartmental Transfers

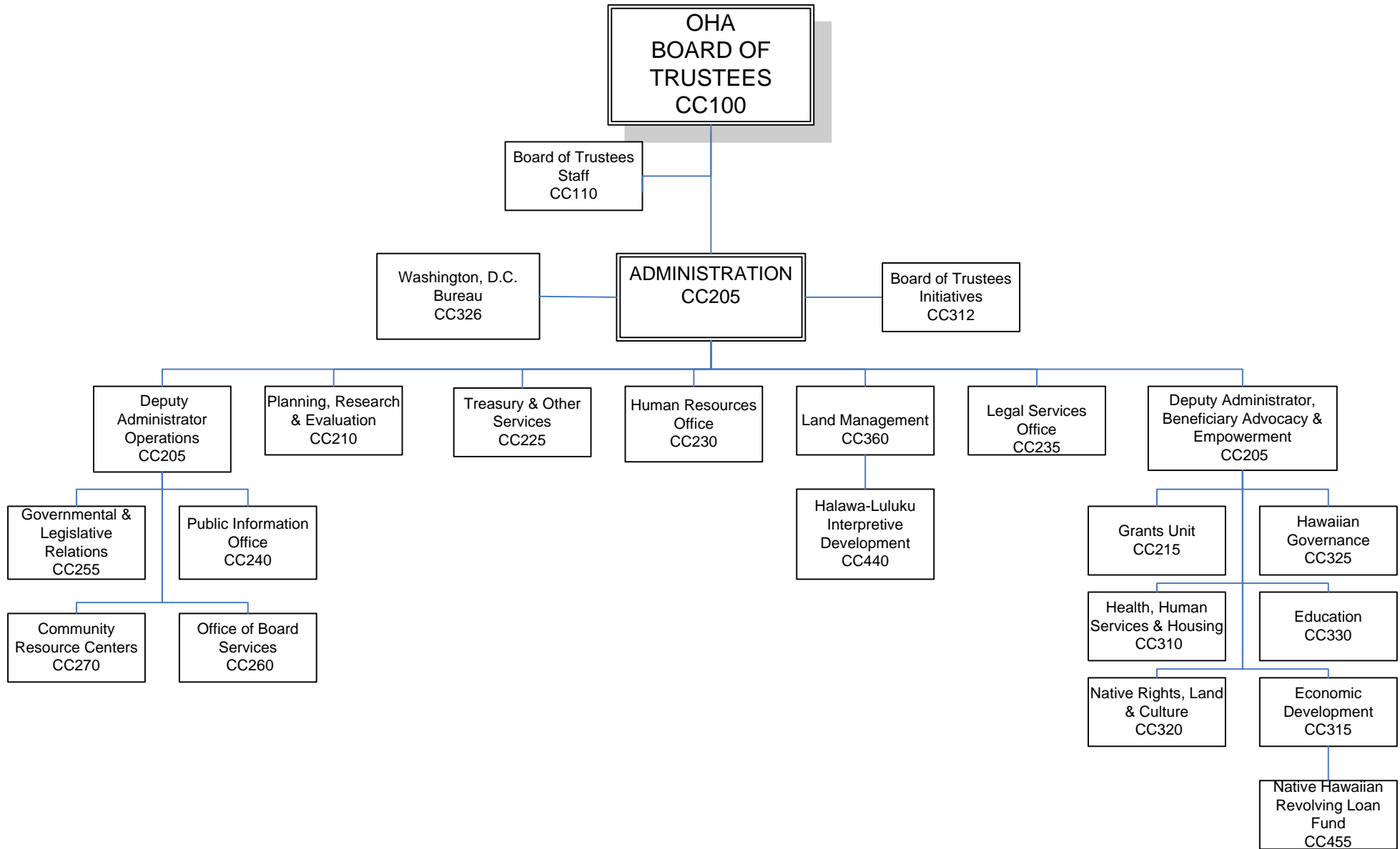
Table 15

<u>From Prog ID</u>	<u>To Prog ID</u>	<u>Amount Transferred</u>	<u>Date of Transfer</u>	<u>Reason for Transfer</u>	<u>Recurring (Y/N)</u>
		None			

Office of Hawaiian Affairs
CIP Summary

Table 16

<u>Priority</u>	<u>Project Title</u>	<u>\$\$\$\$</u>	<u>MOF</u>
	None		



OHA ORGANIZATION CHART

