

2016 Office of Hawaiian Affairs Salary Commission

February 17, 2016

The Honorable David Y. Ige
Governor, State of Hawai'i
Executive Chambers, Hawai'i State Capitol
Honolulu HI 96813

DEPT. COMM. NO. 285

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

The Honorable Joseph M. Souki
Speaker of the House
Room 431, Hawai'i State Capitol
Honolulu HI 96813

Subject: Report and Recommendations of the 2016 OHA Salary Commission

Aloha Governor Ige, President Kouchi and Speaker Souki:

The 2016 Salary Commission for the Board of Trustees of the Office of Hawaiian Affairs (OHA), in furtherance of its statutory duties and responsibilities, has completed its study and review and submits this proposed salary recommendation for the OHA Trustees. On February 17, 2016, 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 2016 OHA Salary Commission was appointed on January 15, 2016, and tasked with making recommendations for the salaries of the Board of Trustees for the Office of Hawaiian Affairs before the 20th legislative day, or February 22, 2016, of the regular session. The Commission took its duty seriously and strongly recommends that ample time be provided for public comment. Specifically, the late January appointments severely constrained analysis, created a bias for the status quo and suggested that the Commission's work is of little consequence. Given the importance of the task and the need for timely public input, we strongly urge that Commissioners to the 2020 OHA Salary Commission be appointed as provided for by law on or before August 31, 2019.

Pursuant to HRS Chapters 92, 92-F, and 94, the process and deliberations of the 2016 OHA Salary Commission were open and prudent. The Commission carefully reviewed the duties and responsibilities of the OHA Trustees, their current compensation and benefit package, the financial and programmatic growth of the organization, current staff compensation, the recommendations of past OHA Salary Commissions, the compensation of comparable state and county elected officials, as well as economic indicators, including the consumer price index, the forecast of the Council on Revenues and Social Security cost of living adjustments.

On February 10 - 15, 2016, Commissioners solicited public comment through the Commission's notice of opportunity to submit written comments via email at ohasalarycommission2016@oha.org. The Commission shares the concerns of the public comment received on February 17, 2016, that [he was] "*disturbed by the fact that the public comment period was only 5 days and that complete community input will suffer as such and not*

fully reflect the sentiments of OHA's Native Hawaiian beneficiaries", and urges greater attention be given to the timeliness of all future salary commission appointments to ensure a more meaningful and democratic form of participation by the public in this process.

In sum, the 2016 OHA Salary Commission for the OHA Board of Trustees recommends that Trustee salary levels be calibrated with OHA staff adjustments and changes with the Honolulu Consumer Price Index.

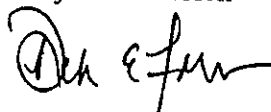
With its approval of the salary recommendations, the 2016 OHA Salary Commission dissolved by unanimous vote at the adjournment of its meeting on February 17, 2016.

Mahalo nui loa,

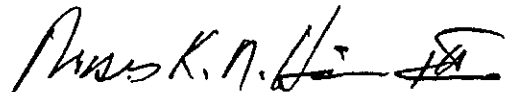
2016 Office of Hawaiian Affairs Salary Commission



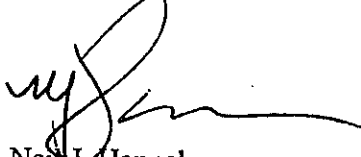
Kippen de Alba Chu
Commissioner



Dennis Fern
Commissioner



Moses K. N. Haia, III
Commissioner



Neil J. Hannahs
Commissioner



Jalna Keala
Commissioner



Diane S. L. Paloma
Commissioner



Wendell W. Perry, Jr.
Commissioner

Attachment – Report and Recommendations of the 2016 OHA Salary Commission

- c: The Honorable Robert K. Lindsey, Jr., Chairperson, Office of Hawaiian Affairs
- The Honorable Dan Ahuna, Vice-Chairperson, Office of Hawaiian Affairs
- The Honorable Lei Ahu Isa, Trustee, Office of Hawaiian Affairs
- The Honorable Rowena Akana, Trustee, Office of Hawaiian Affairs
- The Honorable Peter Apo, Trustee, Office of Hawaiian Affairs
- The Honorable Haunani Apoliona, Trustee, Office of Hawaiian Affairs
- The Honorable Carmen Huhu Lindsey, Trustee, Office of Hawaiian Affairs
- The Honorable Colette Machado, Trustee, Office of Hawaiian Affairs
- The Honorable John Waihe'e, IV, Trustee, Office of Hawaiian Affairs
- Kamana'opono M. Crabbe, Ph.D., Ka Pouhana, Office of Hawaiian Affairs