

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 20th 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.

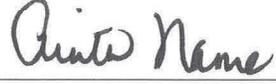
In summary, the OHA Salary Commission for the OHA Board of Trustees recommends that Trustee Salary levels be realigned to appropriate levels with a base salary of \$100,308 for the Chairperson and \$91,560 for the Trustees, along with annual adjustments of 5%.

Mahalo nui loa,

2024 Office of Hawaiian Affairs Salary Commission


Tyler Gomes
Chair

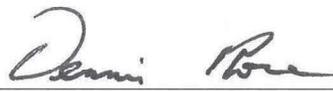

Ian Custino
Vice-Chair


Anita Naone
Commissioner


Rebecca Kawehi Inaba
Commissioner


Reyn Kaupiko
Commissioner

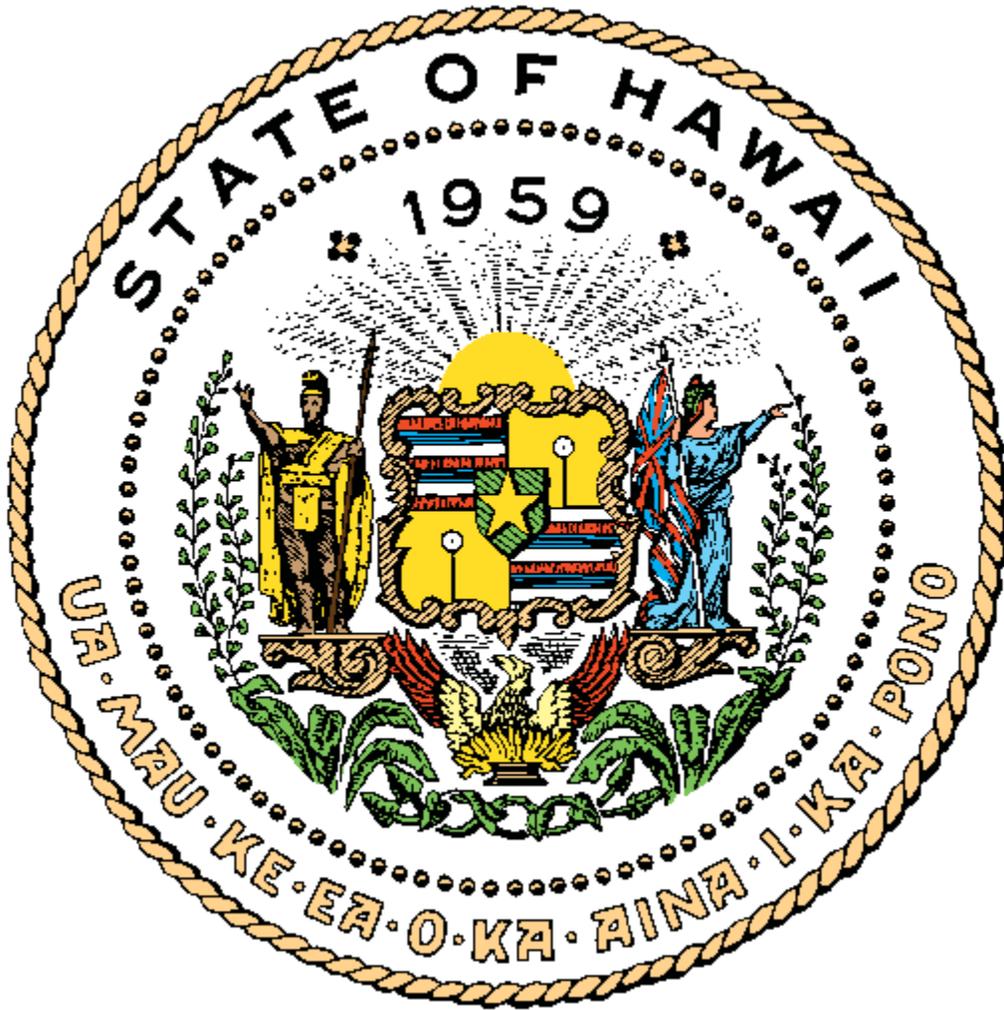

Venus Rose-Medeiros
Commissioner


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

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



2024 OHA SALARY COMMISSION

January 29, 2025

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

January 29, 2025

Recommendations

The 2024 Office of Hawaiian Affairs (OHA) Salary Commission (Commission) has completed its analysis, discussion, and findings. On January 15, 2025, the Commission approved recommendations regarding the salaries of the OHA Trustees (Trustees).

Salary

Table 1: Salary Recommendations for OHA Trustees				
State Fiscal Year (FY)	Starting	Ending	Chairperson	Trustees
FY 2025	January 29, 2025	June 30, 2025	\$100,308	\$91,560
FY 2026	July 1, 2025	June 30, 2026	\$105,324	\$96,144
FY 2027	July 1, 2026	June 30, 2027	\$110,592	\$100,956
FY 2028	July 1, 2027	June 30, 2028	\$116,124	\$105,996
<p>Formula for FY 2026 – July 1 2025 to June 30, 2026: Trustee salaries will begin with a base salary of \$100,308 for the Chairperson and \$91,560 for each of the other Trustees and will increase by 5%.</p> <p>Formula for FY 2027 – July 1, 2026 to June 30, 2027: Trustee salaries will increase by 5%.</p> <p>Formula for FY 2028 – July 1, 2027 to June 30, 2028: Trustee salaries will increase by 5%.</p> <p>Note: July 1, 2028 is the date the 2028 OHA Salary Commission recommendations go into effect.</p>				

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 \$100,308, while each Trustee's salary is set at \$91,560. For FY 2026 to FY 2028, salaries will be adjusted annually by 5%. 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 5% adjustment. 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.

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' salaries remained unchanged 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 administrations to promptly convene this Commission to ensure that the State adequately fulfills its statutory obligations and 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
- January 15, 2025
- January 29, 2025

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 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.

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, where a 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 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 appointed 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)
<p>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.</p> <p>Note: July 1, 2015 is the date the 2016 OHA Salary Commission recommendations go into effect.</p>			

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	\$(See formula below)	\$(See formula below)
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 7/1/2016 – 6/30/2018 or the annual Honolulu Consumer Price Index (CPI) for prior year ending 12/31/2016, but not less than zero.

Formula for Fiscal Year 2019. Regarding the Trustee salary for the period 7/1/2018 - 6/30/2019: The Trustee percentage salary increase shall be the lesser of: the average of any across the board percentage salary increase that may be afforded to OHA staff for the period 7/1/2017 - 6/30/2019 or the annual Honolulu Consumer Price Index (CPI) for the prior year ending 12/31/2017, 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 have remained frozen at \$66,768 for the Chairperson and \$56,560 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 Native 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 Native Hawaiians and Hawaiian programs; and
- Promoting and assisting the establishment of agencies to serve Native Hawaiians and Hawaiian programs.

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 Native 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 are paid for approximately five months annually, and County Council Members, whose constituencies are comparable in scale than the over 300,000 Native Hawaiians residing 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 parity, given the full-time nature of the Trustees' work, the Trustees' responsibility to advocate for and serve a statewide constituency comparable in size to the Counties, and the high cost of living in Hawai'i.

The Commission’s salary recommendations reflect this comprehensive analysis, with the proposed base salary for the Chairperson set at \$100,308 and the Trustees at \$91,565 for FY 2025. In determining these figures, the Commission took the average of the four county salaries for the Chair and member roles, respectively. These figures are intended to better align with the responsibilities and time commitment required of the OHA Trustees, based on the assessment that County council representation is comparable in size to the OHA Trustee constituency. Additionally, the Commission recommends a 5% increase in salary for FY 2026, FY 2027, and FY 2028 ensuring a consistent salary adjustment over the next three fiscal years to keep pace with Hawai‘i’s high cost of living and the ongoing demands of the Trustee’s work. Further, this Commission decided not to utilize economic indices as a factor for yearly increases as the Commission feels that the strength or weakness of market economics should not be tied to the performance of Trustees.

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 the following 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 Native 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 the last received salary adjustment of 4%. 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 Missed Salary Adjustments			
Year	Adjustment	Chair Salary (\$)	Trustee Salary (\$)
2016		\$64,164	\$56,280
2017	1.04	\$66,768	\$58,560
2018	1.04	\$69,439	\$60,902
2019	1.04	\$72,216	\$63,338
2020	1.04	\$75,105	\$65,872
2021	1.04	\$78,109	\$68,507
2022	1.04	\$81,233	\$71,247
2023	1.04	\$84,483	\$74,097

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	\$90,000
Kaua'i County Council		
Chair	N/A	\$88,512
Council Member	N/A	\$78,672
County Council Average		
Chair Leadership		\$100,310
Council Members		\$91,565

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 salary adjustments defined in Table 1 for the Chair and Trustees. The recommended salaries are based on the average salaries of county council members statewide, ensuring fairness and consistency across public service roles, and are essential to maintain the effectiveness and integrity of OHA’s leadership in stewarding resources and advocating for Native Hawaiians.

Review of Draft Salary Recommendations and Public Comments

On January 29, 2025, the Commission convened its final meeting to review the draft report and recommendations and consider written and oral public comments. The Commission duly notes the receipt of two letters in support of the 2024 OHA Salary recommendations and included in Attachment C.

Recommendations

The 2024 Office of Hawaiian Affairs Salary Commission has completed its analysis, discussion, and on January 15, 2025, 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	January xx, 2025	June 30, 2025	\$100,308	\$91,560
FY 2026	July 1, 2025	June 30, 2026	\$105,324	\$96,144
FY 2027	July 1, 2026	June 30, 2027	\$110,592	\$100,956
FY 2028	July 1, 2027	June 30, 2028	\$116,124	\$105,996

Formula for FY 2026 – July 1 2025 to June 30, 2026: Trustee salaries will begin with a base salary of \$100,308 for the Chairperson and \$91,560 for each of the other Trustees and will increase by 5%.

Formula for FY 2027 – July 1, 2026 to June 30, 2027: Trustee salaries will increase by 5%.

Formula for FY 2028 – July 1, 2027 to June 30, 2028: Trustee salaries will increase by 5%.

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

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 \$100,308, and each Trustee's salary is set at \$91,560. For FY 2026 to FY 2028, salaries will be adjusted by 5% annually. FY 2026 salaries will begin with the FY 2025 base salaries and increase by 5%. FY 2027 and FY 2028 will continue with the same adjustment method. 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 January 29, 2025.

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

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	*\$90,000	41%	\$88,512	\$78,672	16%	\$86,336	\$80,229	5%

*Corrected 1/8/25 from \$94,024 to \$90,000

Kaiafifi Kahale
Chairperson
Board of Trustees



Phone: (808) 591-1855

**OFFICE OF HAWAIIAN AFFAIRS
BOARD OF TRUSTEES**

560 N. Nimitz Hwy., Suite 200
Honolulu, HI 96817

January 27, 2025

Sent via email to: dhrd@hawaii.gov

Office of Hawaiian Affairs Salary Commission
235 S. Beretania Street, Room 1400
Honolulu, Hawai'i 96813

Re: OHA Salary Commission Testimony – January 29, 2025 Agenda Item 3(a) Discuss and finalize the draft Report of Recommendations for the 2024 OHA Salary Commission

Aloha mai e Chairperson Gomes and Commissioners,

On behalf of the Board of Trustees of the Office of Hawaiian Affairs (OHA), I would like to express our deep appreciation for the work that the OHA Salary Commission members have undertaken over the past two months to fulfill your collective charge as set forth in Hawai'i Revised Statutes, Section 10-9.5.

Through your focused work, supported by the staff of the Office of Governor Green and the Department of Human Resources Development, this Commission has conducted an open and rigorous analysis of its state law mandate, the work of past OHA Salary Commissions, and the current salary landscape for Hawai'i elected officials. This Commission also took concerted steps to reach out to OHA Trustees and Administration to gain a better understanding of the Trustees' duties and responsibilities and, as summarized in the draft report, recognized the immense kuleana and associated time commitment borne by OHA Trustees. By adopting updated salary amounts that are comparable to elected officials with similar year-round time demands and constituencies, this Commission has helped to address the issue of pay inequity stemming from misaligned salary benchmarks and the past failures to convene this body since 2016.

OHA does seek clarification on the Starting date for the 2024 OHA Salary Commission's salary recommendations. In Table 1 of the draft report, the Commission has indicated that the "Starting" date for the 2024 OHA Salary Commission recommendations is "January xx, 2025", assumedly to be updated to reflect the date on which this Commission approves the final report and recommendations. However, the Note also contained in Table 1 states "July 1, 2028, is the date the 2028 Salary Commission recommendations will go into effect[,] which appears to indicate that the 2028 Salary Commission recommendations (presumably finalized in early 2029) would have

a retroactive effect to July 1, 2028. This retroactive implementation of salary recommendations is consistent with the 2012 OHA Salary Commission recommendations and the 2016 OHA Salary Commission recommendations provided in Tables 3 and 4, respectively, that both were implemented retroactively to July 1st of the year prior to the release of each Commission's final report. Accordingly, OHA seeks clarification on the Starting date of the 2024 OHA Salary Commission's recommendations, especially given the delays already faced by OHA Trustees.

Table 5 also appears to be in need of adjustment to reflect the missed 5% annual salary increases described in the preceding paragraph to Table 5.

In conclusion, I would again like to thank the OHA Salary Commission members for your collective efforts and time to voluntarily serve on this Commission under appointment by Governor Green. The overdue increases to Trustee salaries, supported by the thorough analysis documented in the Commission's report and recommendations, will benefit not just current Trustees, but also future public servants who aspire to serve the lāhui.

Hau'oli Ka Mana'o,



Kaiuli'i Kaele
Chairperson, Board of Trustees
Office of Hawaiian Affairs

Brickwood Galuteria
Chair of Beneficiary Advocacy
& Empowerment Committee
Trustee, At-Large



Phone: (808) 594-1860

**OFFICE OF HAWAIIAN AFFAIRS
BOARD OF TRUSTEES**

560 N. Nimitz Hwy., Suite 200
Honolulu, HI 96817

January 27, 2025

Office of Hawaiian Affairs Salary Commission
235 S. Beretania Street, Rm. 1400
Honolulu, Hawaii 96813

Aloha Chairman Gomes and Commissioners,

I am writing to express my heartfelt gratitude for your diligent and expedient work in fulfilling the mandate under Hawaii Revised Statute Section 10-9.5 to bring pay parity to the Office of Hawaiian Affairs Trustees. Your commitment to ensuring fair and equitable compensation for the Trustees is commendable and greatly appreciated. The Commission's thorough review and thoughtful recommendations have not only addressed long-standing disparities but have also set a precedent for fairness and transparency within our state government.

Furthermore, the establishment of pay equity within the Office of Hawaiian Affairs is a significant step towards encouraging future generations of Native Hawaiians to consider public service as a viable and honorable career path; and by providing fair compensation, you have made it possible for talented and dedicated individuals to serve their community without the barrier of financial hardship.

Equally important, this move ensures that the Office of Hawaiian Affairs remains an attractive option for future generations of Kanaka and those who are passionate about advocating for the rights and well-being of Native Hawaiians. In addition, your efforts have paved the way for a more inclusive and diverse range of candidates to consider serving as an OHA trustee. This, in turn, will enrich the organization with fresh perspectives and innovative approaches to addressing the unique challenges faced by our community. The promise of equity pay will help foster a sense of security and stability, allowing Trustees to focus on their mission of enhancing the lives of Native Hawaiians.

Brickwood Galuteria
Chair of Beneficiary Advocacy
& Empowerment Committee
Trustee, At-Large



Phone: (808) 594-1860

**OFFICE OF HAWAIIAN AFFAIRS
BOARD OF TRUSTEES**

500 N. Nimitz Hwy., Suite 200
Honolulu, HI 96817

Mahalo for your dedication and unwavering service to the people of Hawaii. Your efforts are a testament to the values of justice and equality that we hold dear. With sincere appreciation... Mahalo and Malama for now.

A handwritten signature in black ink, appearing to be "B" followed by a horizontal line.

Trustee Brickwood M. Galuteria, Chairman
Committee on Beneficiary Advocacy and Empowerment
Office of Hawaiian Affairs

BG:lad