

MINUTES OF THE MEETING OF THE  
COMPENSATION REVIEW COMMITTEE OF THE  
BOARD OF TRUSTEES OF THE  
EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF HAWAII

SEPTEMBER 8, 2021

CITY FINANCIAL TOWER  
201 MERCHANT STREET, SUITE 1200  
HONOLULU, HAWAII 96813

Trustees present:  
(by teleconference) Dr. Genevieve Ley, Chair  
Mr. Vincent Barfield, Vice Chair  
Mr. Craig Hirai  
Mr. Emmit Kane  
Mr. Lance Mizumoto  
Mr. Bennett Yap

Staff present:  
(City Financial Tower  
by teleconference) Mr. Thomas Williams, Executive Director  
Ms. Kanoë Margol, Deputy Executive Director  
Ms. Elizabeth Burton, Chief Investment Officer  
Ms. Donna Curry, Program Specialist  
Ms. Dale Kehau Kanae, Recording Secretary  
Ms. Lori Kim, Secretary

Attorney present:  
(by teleconference) Mr. Ivan Torigoe, Deputy Attorney General

QUORUM/CALL TO ORDER

A quorum being present (Vice Chair Barfield, Trustees Hirai, Ley, and Yap), and in absence of departed Chair Rauckhorst, Vice Chair Barfield called the Compensation Review Committee (CR Committee or Committee) of the Board of Trustees (Board) of the Employees' Retirement System of the State of Hawaii (ERS) to order at 1:00 p.m. Trustees Kane and Mizumoto also attended the meeting.

On a motion made by Trustee Ley, seconded by Trustee Yap, and unanimously carried, the Committee voted to hold a meeting closed to the public and allow Trustees to participate by teleconference or other remote meeting technology, pursuant to the Governor of the State of Hawaii's Emergency Proclamation Related to the COVID-19 Response, dated August 5, 2021, in order to implement social distancing measures.

PUBLIC COMMENT

Vice Chair Barfield called for public comment. There were no members of the public present in person or by teleconference, therefore no public comment. There was also no written public testimony received for this Committee meeting.

ELECTION OF CHAIR TO  
THE COMPENSATION  
REVIEW COMMITTEE

Vice Chair Barfield discussed with the Committee that due to the recent departure of Chair Rauckhorst, a new Chair would need to be selected. Vice Chair Barfield nominated Trustee Ley and asked for any other nominations. There were no other nominations.

On a motion made by Trustee Barfield, seconded by Trustee Yap, and unanimously carried, the Committee approved the selection of Trustee Ley as Chair of the Compensation Review Committee.

Chair Ley presided over the remainder of the meeting.

(Trustee Kane left the meeting at 1:05 p.m. by ending his teleconference.)

REVIEW THE ACTIVITIES  
AND TIMELINE OF THE  
COMPENSATION REVIEW  
COMMITTEE AND  
DISCUSS COMMITTEE  
GOALS FOR 2022

Chair Ley recapped actions of the year by the Committee up until the last meeting of June 3, 2021, which tabled the discussion on compensation for exempt staff. Chair Ley stated that this topic would be discussed further in executive session.

Chair Ley asked the Committee if there were other items to be considered for discussion in 2022. Trustee Hirai mentioned that the Committee should reference Act 14 from the 2021 Legislative session regarding deferral of salary increases for Department Heads, Deputies, Legislators, Lt. Gov, and Governor until January 2023. Trustee Hirai also suggested the Committee take into consideration the Collective Bargaining Unit Agreements.

APPROVAL OF MINUTES  
– JUNE 3, 2021

On a motion made by Vice Chair Barfield, seconded by Trustee Ley, and unanimously carried, the Committee approved the Minutes of June 3, 2021, as presented.

ENTER EXECUTIVE  
SESSION

On a motion made by Trustee Yap, seconded by Trustee Hirai, and unanimously carried, the Committee entered into Executive Session at 1:10 p.m.

(Public participation concluded by ending the teleconference link. Trustee Mizumoto left the meeting at 1:11 p.m. by ending his teleconference.)

EXECUTIVE SESSION

- Pursuant to HRS§ 92-5(a)(2) and (4), to discuss performance evaluations, goals, objectives, and compensation for Employees' Retirement System's employees covered by Chapter 76, HRS, where matters affecting privacy will be involved, and to consult with the Board's attorneys on questions and issues pertaining to the Committee's powers, duties, privileges, immunities, and liabilities; Review and update, as appropriate, decision and timing on deferral of compensation increase for Chapter 76, HRS, exempt management and investment staff; appropriate action

(Chair Ley requested staff exit the meeting and identified only the Committee members, Executive Director Thomas Williams, and Deputy Attorney General (DAG) Ivan Torigoe remain. DAG Torigoe was the notetaker of the minutes for the remainder of the meeting.)

EXECUTIVE SESSION,  
PURSUANT TO HRS§ 92-  
5(a)(2) AND (4), TO DISCUSS  
PERFORMANCE  
EVALUATIONS, GOALS,  
OBJECTIVES, AND  
COMPENSATION FOR  
EMPLOYEES' RETIREMENT  
SYSTEM'S EMPLOYEES  
COVERED BY CHAPTER 76,  
HRS, WHERE MATTERS  
AFFECTING PRIVACY WILL  
BE INVOLVED, AND TO  
CONSULT WITH THE  
BOARD'S ATTORNEYS ON  
QUESTIONS AND ISSUES

(See DAG Torigoe's Confidential Supplemental Minutes for this portion of the meeting.)

PERTAINING TO THE  
COMMITTEE'S POWERS,  
DUTIES, PRIVILEGES,  
IMMUNITIES, AND  
LIABILITIES; REVIEW AND  
UPDATE, AS APPROPRIATE,  
DECISION AND TIMING ON  
DEFERRAL OF  
COMPENSATION INCREASE  
FOR CHAPTER 76, HRS,  
EXEMPT MANAGEMENT  
AND INVESTMENT STAFF;  
APPROPRIATE ACTION

APPROVAL OF  
SUPPLEMENTAL  
CONFIDENTIAL EXECUTIVE  
SESSION MINUTES  
– JUNE 1 AND 3, 2021

APPROVAL OF EXECUTIVE  
SESSION MINUTES  
– JUNE 3, 2021

EXIT EXECUTIVE SESSION

On a motion made by Vice Chair Barfield, seconded by Trustee Yap, and unanimously carried the Committee exited Executive Session at 2:03 p.m.

ADJOURNMENT

On a motion made by Trustee Yap, seconded by Vice Chair Barfield, and unanimously carried, Chair Ley adjourned the meeting at 2:03 p.m.

**REDACTED SIGNATURE**

Thomas Williams  
Executive Director

TW:dkik